

APPRECIATIVE INQUIRY

Appreciative inquiry is a positive approach to focusing on things that go well to find solutions to problems. It can form the foundation for future development because it is appreciative, applicable, provocative (not everyone likes to focus on the positives) and, with any luck, collaborative.

Appreciative inquiry can help you to understand and describe your organisation when it is working at its best. You can then identify the gap between your ideal and your reality, and start to look for and develop potential solutions.

Source: Cooperrider, DL. et.al. (2008). 'The Appreciative Inquiry Handbook: For Leaders of Change.'

DEVELOPING OTHERS

EDUCATION & TRAINING FOUNDATION

SOME SIMPLE PROTOCOLS

- Focus on the positives – what is going well.
- Make it relevant and useful.
- Challenge existing thinking.
- Work collaboratively to develop ideas and thinking.
- Build on the positives identified – having identified what is working well think about how you can extend this.

TRY THESE QUESTIONS

- What has worked well previously?
- What is going well now?
- How and why is it going well?
- What would I like to do more of?
- What will the 'improved future' be like?