

# Appreciative Inquiry



# Appreciative inquiry

- Is a **strategy for intentional change** that identifies the best of 'what is' to pursue dreams and possibilities of 'what could be';
- It is a **collaborative and highly participatory system** – wide approach to seeking, identifying and enhancing the life-giving forces when a system is performing optimally in human, economic and organizational terms.  
(Cooperrider & Srivastva, 1987)



# Appreciative Inquiry

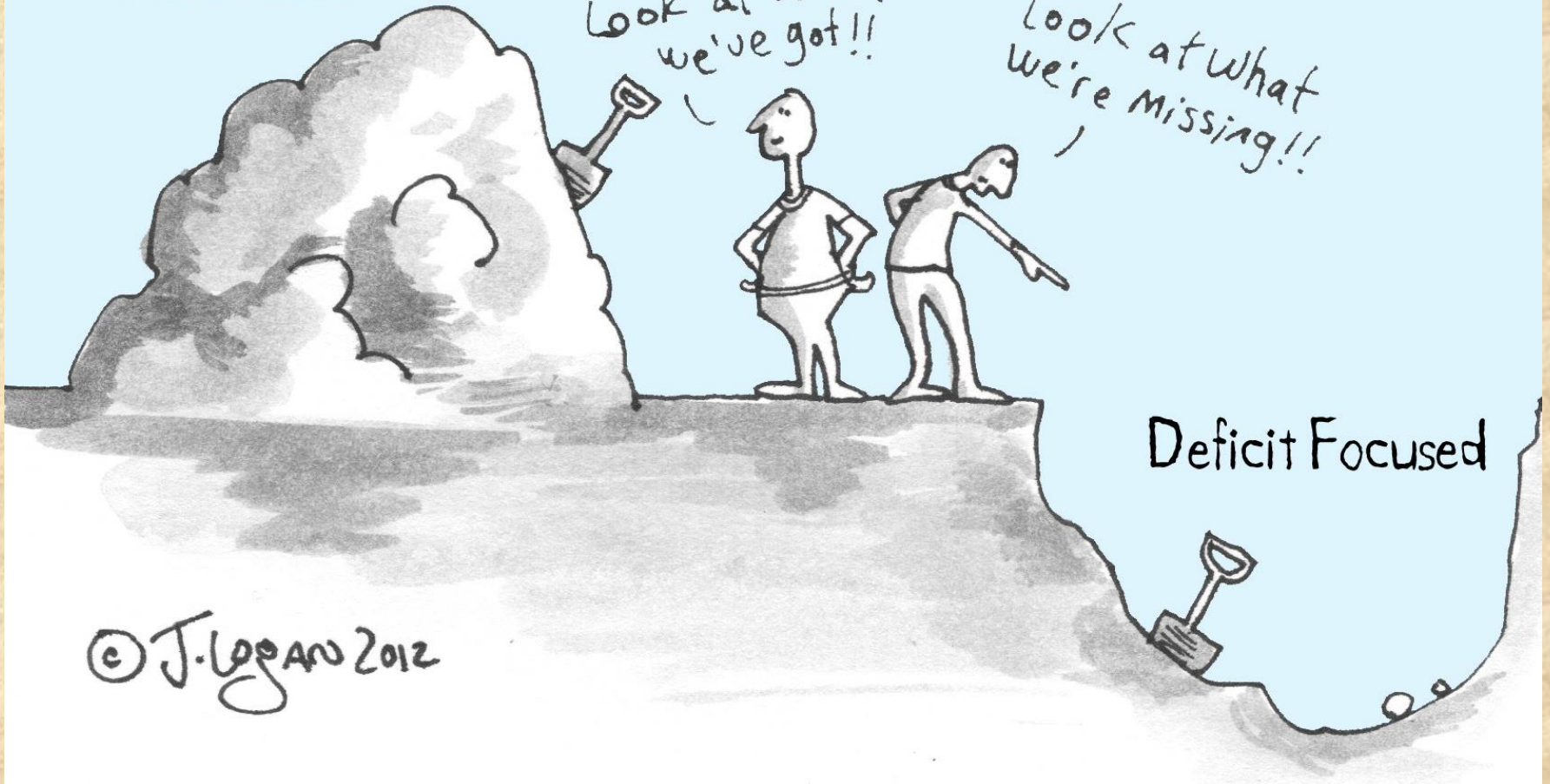
Asset Based

Look at what  
we've got!!

Look at what  
we're missing!!

Deficit Focused

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# AI Cornerstones

1. What we **focused on** – and the question we ask – will **determine what** we will find
2. **Words** create worlds
3. **Stories** shape, identify and expand imagination
4. **Holistic** is better
5. **Inquiry** is intervention



# What is Appreciative Inquiry good for?

- Appreciative Inquiry is useful when:
  - **a different perspective is needed,**
  - we wish to begin **a new process from a fresh, positive vantage point.**
- It can help move a group that is stuck in “what is” **toward “what could be”**.
- Appreciative Inquiry can be used with individuals, partners, small groups, or large organisations.

# Working in PAIRS - INTERVIEW

- Choose a person whom you do
- not know well?
- Find a quiet place and discuss the questions below.
- Make an interview:
  - 20 minutes in each direction
  - Listen your partner with the attention
  - After each interview give each other feedback about the crucial message of his/her story (5 min in one direction)
- After both interviews discuss which story are you going to present to the group.



# WORKING in A GROUP

- Two pairs form a group of 4 and each pair present one inspiring story.
- The group chooses one of the stories and writes it down on the flipchart (crucial elements). Author of the story can add or clarify some open questions. Members of the group mark the key word of the story and put their paper on the wall.

# ALL TOGETHER

- Make a **harvest**: each group writes (draws, presents, dances, etc.) the key message of their story and presents it in a creative way.

