

Appreciative Inquiry

Appreciative inquiry is

- A tool for involving participants in project planning, design and evaluation
- A way of asking questions, starting from what is positive instead of what is missing
- A chance for people to express their own dreams and collaborate to find common ground



Source: [IRISS Insights](#)

Principles

- Start by building relationships and trust
- Focus on what works well, what people value, what matters most
- Be flexible and encourage participation
- Ask non-judgemental questions and be curious
- Don't deny difficulties/negativity – help people turn them into positives
- Encourage experimentation
- Support people to take actions forward themselves

Discovery Exercise

Think of a situation where you have been working at your best. Where you really made a difference. Where you were fully engaged and using all your abilities to create something positive, and were successful. Something you can take pride in.

Tell your group about this. Just tell them the story of what's happening, or happened and what makes you feel good about this particular event or incident.

Group listen for what made this both possible and successful. What was it that made a difference?

Reflection

Briefly discuss what has changed for you:

- Energy
- Mood
- Knowledge
- Feelings
- Relationships

What are the factors behind the successes you heard?

Are there any similarities?

Is there anything you can learn for your own work?

Resources

Good introduction to the tool including videos

<https://appreciativeinquiry.champlain.edu/about-appreciative-inquiry/>

Simple explanation of using AI in workplace

<https://www.michellemcquaid.com/asking-right-questions/>

Examples of appreciative inquiry questions

<https://positivepsychology.com/appreciative-inquiry-questions/>

Detailed (17page) factsheet including history of the theory and different practice exercises

http://www.southcentral.edu/webdocs/research_and_planning/Strategic_Planning/7%20Appreciative%20Inquiry%20Articles/Positive%20Problem%20Solving%20sallie%20Lee.pdf

Useful handbook for developing trust in teams, see p.12 for AI section

<https://oxfamibrary.openrepository.com/bitstream/handle/10546/128401/bk-building-trust-concise-manual-130411en.pdf?sequence=1&isAllowed=y>