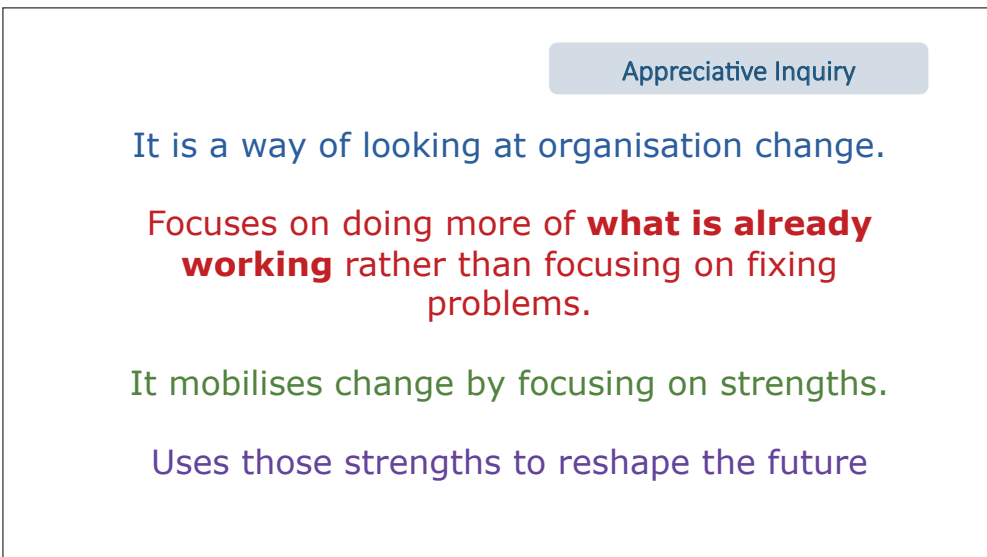
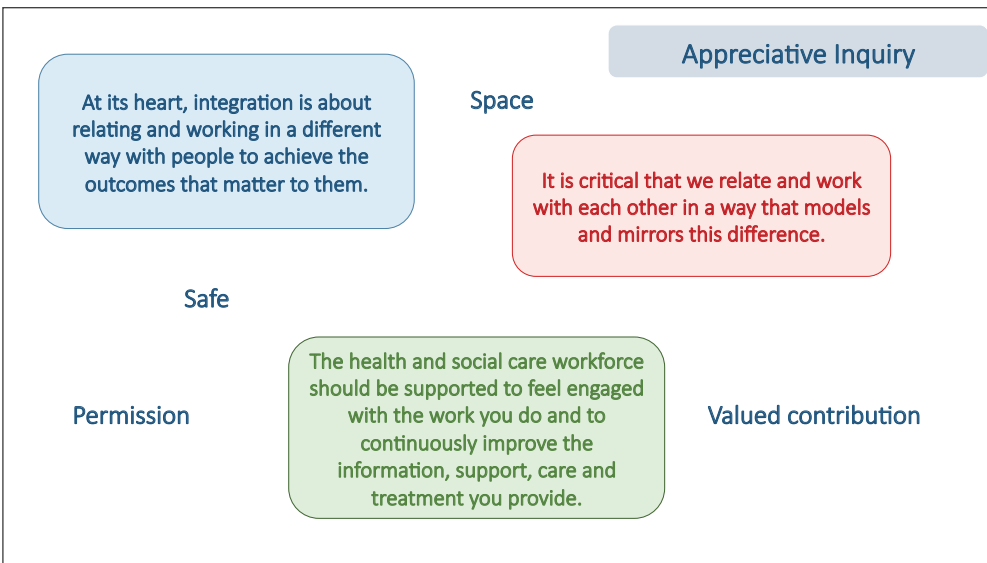
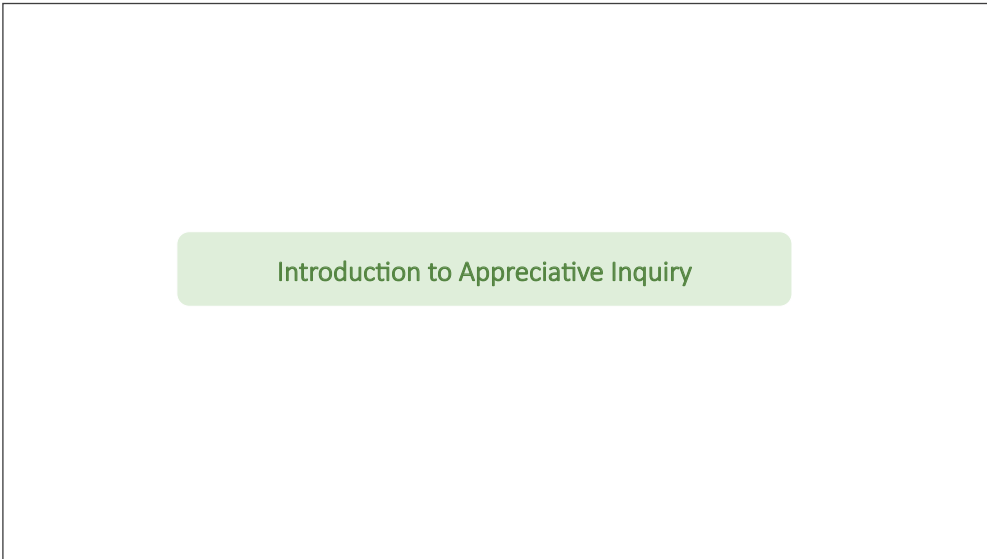


# 1. Introduction



Appreciative Inquiry

Appreciative Inquiry is a means to **create the space and conditions** so we can make a difference. In doing so it activates and engages us by **using our own experiential evidence** from practice as a way to inspire us to take action.

Deficit based problem solving

- Begins with critique of failure.
- Diagnosis of problem from detached viewpoint.
- Focus on cause of problem.
- Move away from problems.
- Encourages defensive behaviour.
- Assumes organisations are sets of problems to be overcome.

Appreciative Inquiry

- Begins with recognising success.
- Looking at what's working well – as a participant.
- Focus on organisation at its best.
- Move towards the best future.
- Encourages openness.
- Assumes organisations are sources of creativity and innovation.

Sound familiar...?

**Action learning**

Strengths based

**Coaching**

Solution focused

**Assets**

Adaptive leadership

**PERSONAL OUTCOMES**

### Appreciative Inquiry

- In every group or organisation, something works well.
- Looking for what works well and doing more of it is more effective and motivating than looking for what doesn't work and doing less of it.
- What we focus on becomes our reality and absorbs our energy.
- The language we use to describe reality helps create that reality.
- The questions we ask influences us and the direction of travel.
- People have more confidence and comfort to journey to the future when they take the best parts of the past with them.

Talking Points Practice Guide (2012)

### Appreciative Inquiry: The 5D model

