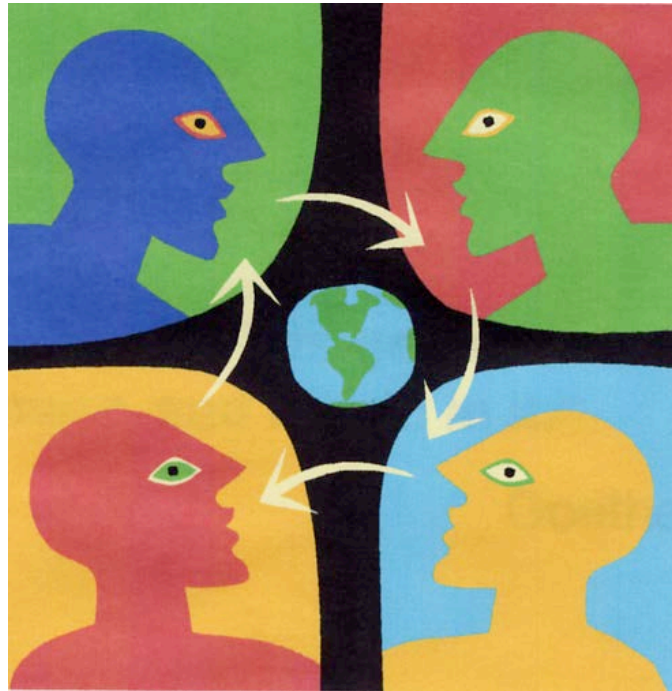


The Art and Practice of Appreciative Inquiry



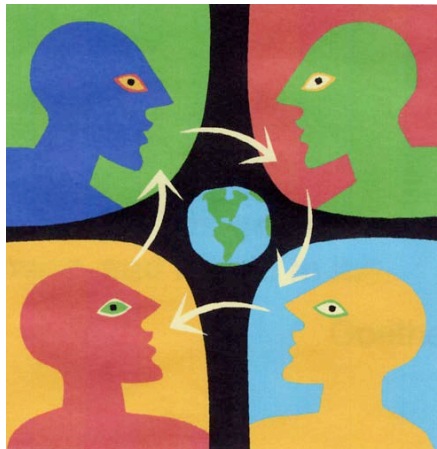
Lane A. Glenn



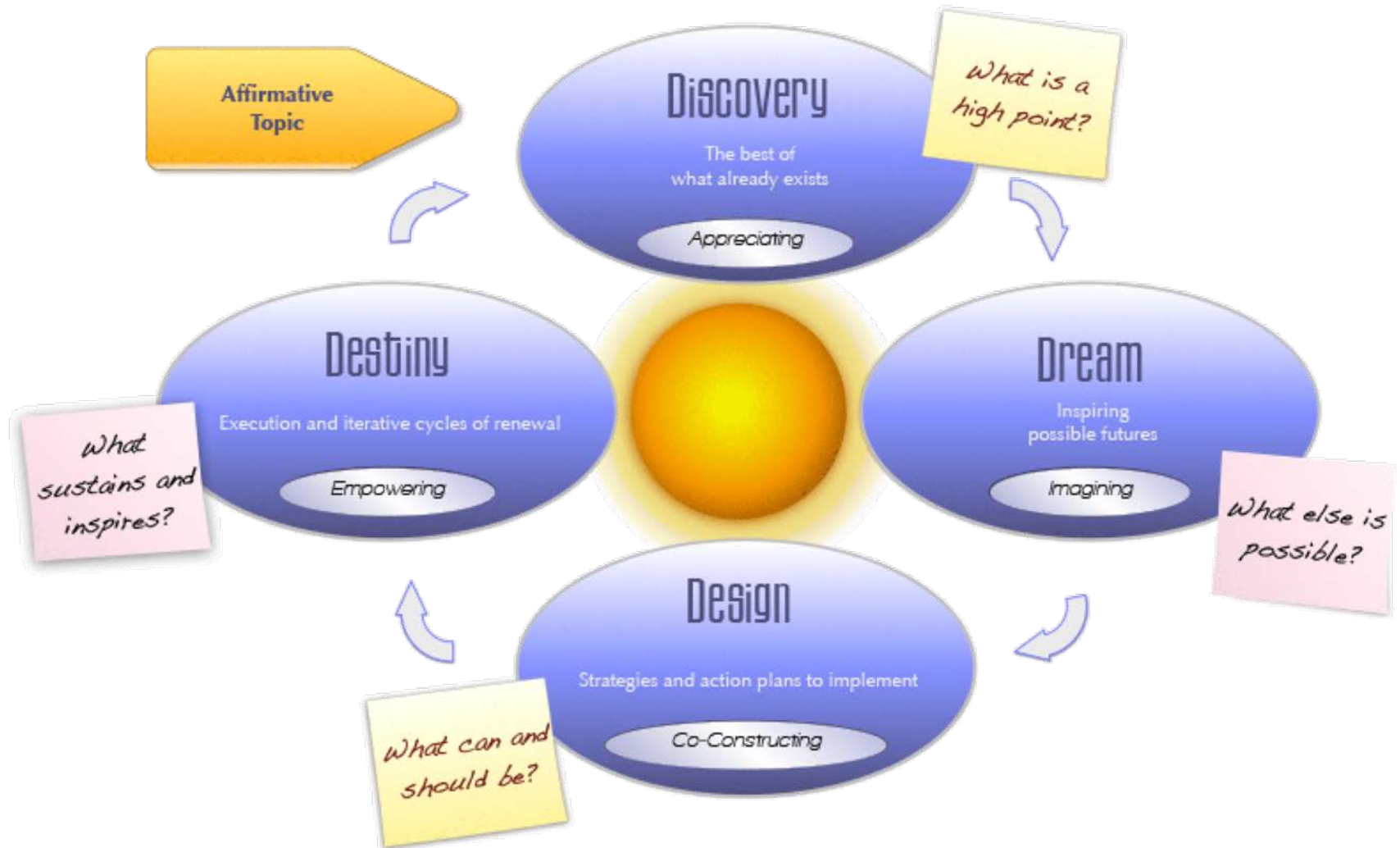
Introductions

Turn to a neighbor and share with them:

- Your Name
- Your Role
- Some “Good News” from the past week



The Four D's



The Poetic Principle: *We Can Choose What We Study*



People, teams and organizations, like open books, are endless sources of study and learning.

What we choose to study makes a difference. It describes—even creates—the world as we know it.

1. Brainstorm a list of problems/challenges you frequently encounter in your practice.
2. Now choose 2-3 and “reframe” them, describing what you want *more* of.



The Positive Principle:

Positive Questions Lead to Positive Change

The more generative and affirmative the question, the more positive the action, the greater the possibility for positive outcomes.



Ask More Positive Questions

Safe and Healthy Futures for Children Through Safety Organized Practice

An Appreciative Inquiry

- See Inquiry Guide at your table.
- In a minute, you will take turns being an interviewer/interviewee for 10 minutes, then switch roles for another 10 minutes.
- Role of interviewer and interviewee.
- Help each other keep track of time.
- Take some notes.
- Review the questions: What stories will you tell?
- Now, pair up with someone (a pair = TWO!)

Discuss

- What was that process like for you?



Sharing Stories

- Take turns briefly (1-2 minutes each) sharing the high points of *your partner's* stories.



Highest Point of Vitality

- What theme did you find that you have most in *common*?
- What topic gave you the greatest *energy*?
- What idea do you most want to try *today*?



SOAR-ing!

- **S**trengths: What are our *strengths* in this area? What's working? What are our greatest assets/resources?
- **O**pportunities: What opportunities for growth or change do we have in this area? What can we do more of, or do differently?
- **A**spirations: What are our highest aspirations in this area? What does our preferred future look like? When this area is at its best, how will it be different?
- **R**esults: What results do we expect for our efforts? How will we know we have succeeded? What will we measure?



Dream:

What does your preferred future look like?

How can you best express that future?

- Art
- Roleplay
- "Front Page News"
- Etc.

The word "DESIGN" is rendered in a highly stylized, colorful font. Each letter is composed of various geometric shapes like rectangles, triangles, and circles in shades of orange, red, blue, and yellow. The letters are arranged in a slightly curved path from top-left to bottom-right.

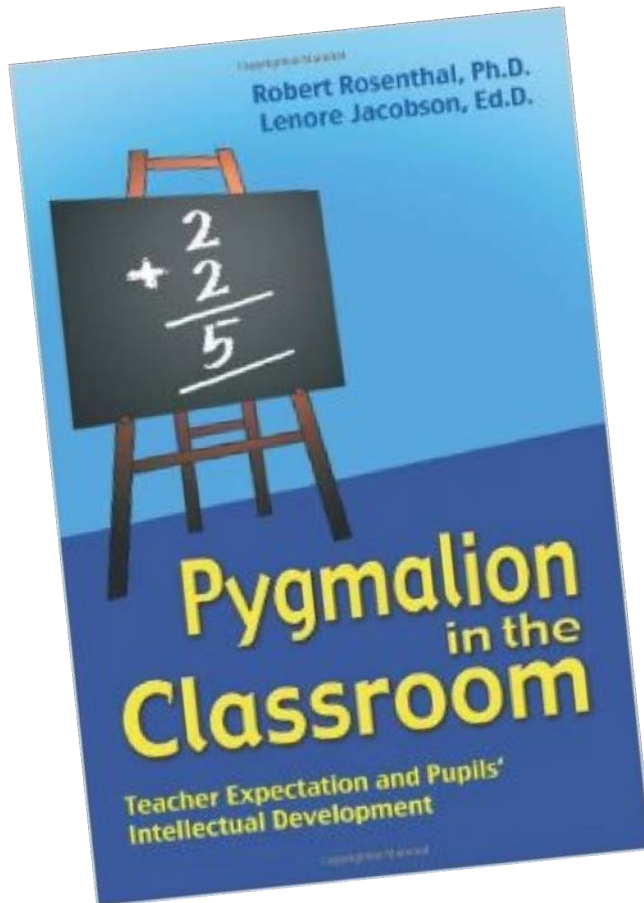
DESIGN

- How will you get there?
- Who is on your team?
 - Gifts
 - Commitments
 - Requests
 - Strategies



- Evolving into your preferred future
- Continual adjustment and alignment
- Asking new generative questions
- Repeat...

Remember the “Pygmalion Effect”

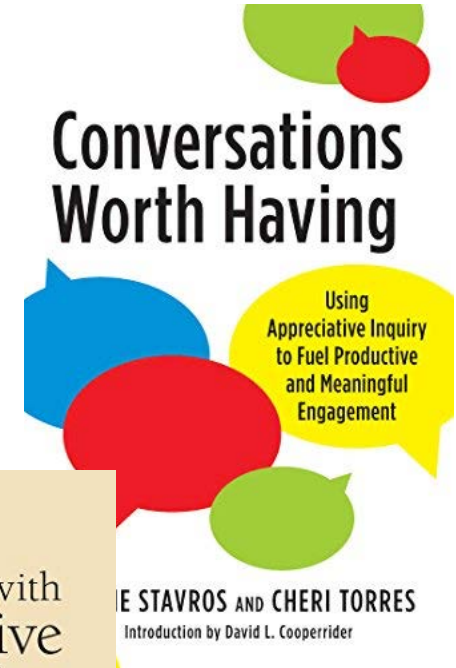
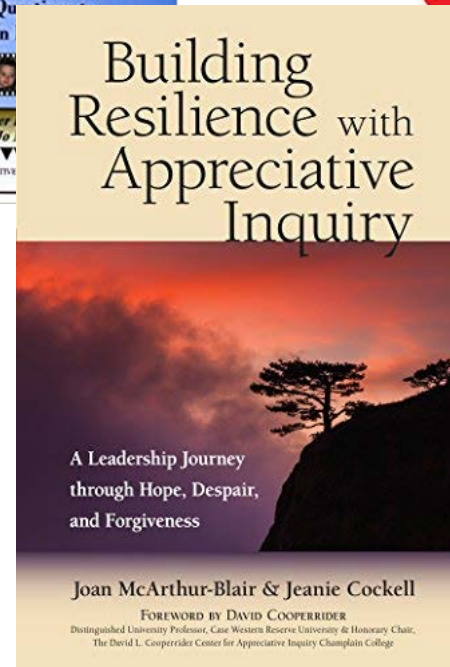
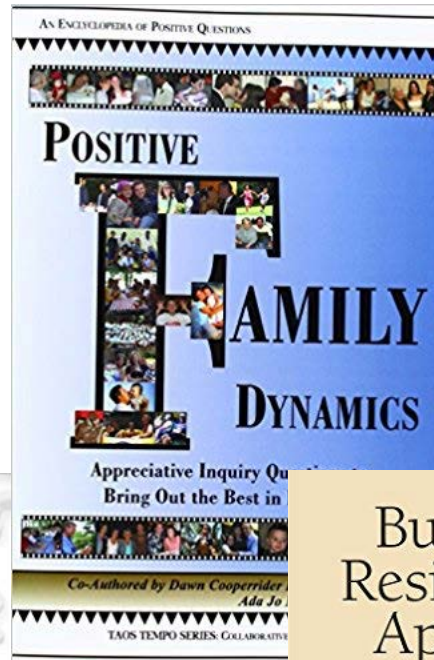
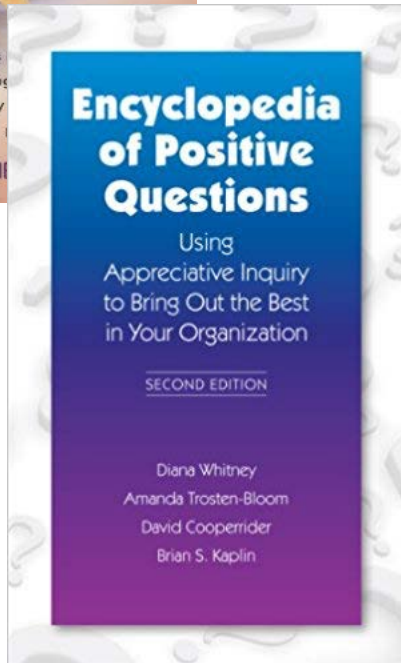
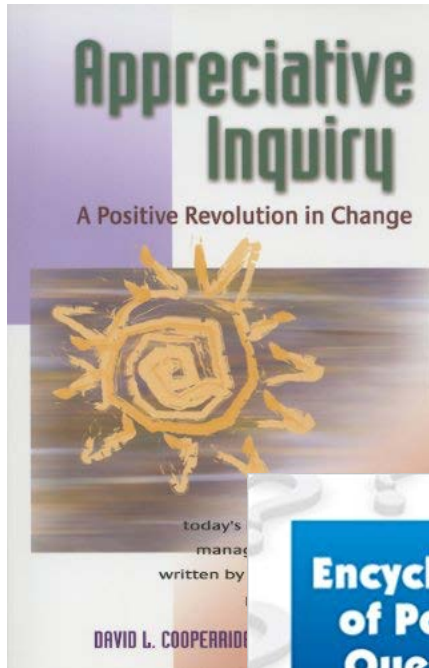


“Tracking and Fanning”

- Gervasse Bushe: “Create change by paying attention to what you want *more* of, rather than paying attention to *problems*.”
- Tracking: Constantly looking for what you want *more* of.
- Fanning: Any action that amplifies, encourages, and helps you to get more of whatever you are looking for.



Appreciative Inquiry Resources



The Art and Practice of Appreciative Inquiry

Q & A

Lane A. Glenn

