



0h 45m

PAIRS OR
TRIADS

DESCRIPTION

This activity will surface stories of success in order to build a compass for positive development, either regarding your organization's impact or the way the team collaborates.

Appreciative Inquiry turns the problem-solving approach on its head by focusing on an organization's (or community's) achievements rather than its problems, and seeks to go beyond participation to foster inspiration at the grass-roots level. It is about identifying the positive core of a system.



PREPARATION

None



MATERIALS

- Post-it Notes
- Markers



TOOLS

- Method Card:
Storytelling: Creating a Narrative for the Organization (06)



GROUNDWORK



SUMMIT



DIALOGUE & FACILITATION

STEP 1 INDIVIDUALLY:

Take 5 minutes to take your mind for a walk and stroll through the different projects and activities you were involved in throughout the last year. Discover a moment in which you felt things were just the way they should be:

- a. For impact: Focus on a moment when you felt a truly positive impact of your work and that someone's world was significantly changed for the better.
- b. For collaboration: Focus on a moment when your way of working as a team was really "flowing" and inspiring— a time when you really brought out the best in each other.
- c. Explore that moment and your role in it and think about how you can form this experience into a story of positive development. **[10 MIN]**

STEP 2 IN PAIRS OR TRIADS:

Assign roles of interviewer(s) and storyteller. Rotate these roles so everyone is the storyteller one time. The task of the storyteller is share your story.

The task of the interviewer(s) is to ask questions to gain a deeper understanding of the dynamic of the story. Interviewers might ask:

- a. What made this moment so special?
- b. How did you know that it was significant?
- c. What was different from the usual?
- d. What were the secret ingredients of this moment?
- e. Record the key points on cards. **[20 MIN]**

STEP 3 IN PLENUM:

Present the key points of the stories and select 3-5 of them that best serve as an anchor for positive development. **[15 MIN]**



FOLLOW UP

Condense and polish the selected stories into one paragraph narratives to use as elements for external communication or inspiration in further internal processes. You may use the Method Card: **Storytelling (06)** for inspiration in this step.

Appreciative Inquiry was developed in the early 1990s by David Cooperrider at Case Western Reserve University.