



30-60m

PAIRS OR
TRIADS

DESCRIPTION

This method helps you explore experiences within your team from a resource based approach. Appreciative refers to what is, what works, and what has value that can continue to grow. The purpose of inquiry is to stimulate new ideas, stories, and images that generate new possibilities for action. The appreciative mode of inquiry often includes interviews and storytelling to qualitatively understand an organization's potential strengths by looking at its experience and its potential; the objective is to make clear the assets and personal motivations that are an organization or team's strengths.



PREPARATION

None



MATERIALS

- Notepad/Journal for each person
- Moderation Cards



TOOLS

None



ORIENTATION



DIALOGUE & FACILITATION

STEP 1 INTERVIEW / IN PAIRS OR TRIADS:

Each partner speaks for 10 minutes, exploring the following 3 questions, while the other partner listens and then gives feedback to help you dig deeper.

[20 MIN]

- Share a story about when you experienced a significant learning that changed you. This could be an experience that was generative, highly disturbing, or even a failure that led to you to significantly change.
- Discover the elements of your story. Uncover what was important:
 - What did you learn?
 - What did you learn about yourself?
 - What made it a significant learning experience for you?
 - Who was involved? Where were you?
 - What was the impact on you / to others/ the situation?
- Based on this experience, what do you believe you will be able to achieve if you evaluate your learning in a more systematic way?

STEP 2 HARVEST / IN PAIRS OR TRIADS:

- After you have each told your stories, take another 10 minutes to discuss and create a collective purpose: what could be achieved if the team evaluated learning in a more systematic way?
- Come back to the circle with this purpose written on the piece of paper provided and be prepared to share it. **[10 MIN]**

STEP 3 SHARING / IN PLENUM:

- Each pair shares their purpose statement, with everyone attentively listening for both commonalities and differences between statements.
- As a whole group, discuss the commonalities and differences and create a common purpose. **[15 MIN]**



FOLLOW UP

In the original Appreciative Inquiry methodology, the Interview is just the first of four phases (Discovery, Dream, Design, Destiny - see

<http://www.davidcooperrider.com/ai-process/> for more information).

Whichever follow up process is used, the insights generated in this phase are powerful guides for shaping the future of the group or organization.