

# Appreciative Enquiry

Appreciative Inquiry is a way of looking at organisational change that focuses on doing more of what is already working. The model uses questions that have a positive focus, So instead of starting with 'what's the problem' and looking for fixes, it starts with 'what's already working' and how can we build on that. It is closely linked with positive psychology, it encourages openness and a supportive environment, a mindset that there are no right or wrong answers, it engages people and focusses on positive emotions

More info and resources can be found here: [www.centerforappreciativeinquiry.net](http://www.centerforappreciativeinquiry.net)



# Appreciative Enquiry

**Discovery** - is about asking questions that explore and identify strengths—of a team, service, organisation, group, or individual. Questions might include "What's important here?" and "What makes it work?"

**Dream** – is about envisioning possibilities, thinking, and imagining. We ask questions that invite people to use their imagination and describe their aspirations and wishes about the shared future, they could include "What might be?" and "What would the best possible future look like?"

**Design** - is about building the visions and ideas with the greatest potential, together. Here the questions become slightly more specific and focused on clarifying. We are moving from a dream to a plan or a blueprint. Questions we might use include "What should this look like?" and "If we achieved this, what would we be doing differently?"

**Destiny** - is about encouraging shared commitment and considering how teams and individuals could contribute to bringing the design to life. The focus is on purpose and collective meaning, questions might include "How do we empower, learn and improvise?" and "what else do we need to pay attention to?"