

APPRECIATIVE INQUIRY QUESTIONS

Good for organisational settings and clients. These questions can be used with functioning teams as well as teams that are in conflict. It is good for building self-esteem and highlighting the skills and attributes of the client or team.

Appreciative Inquiry is a change management approach that developed in the 1990s.

Appreciative Inquiry involves the art and practice of asking questions that strengthen an organisations's capacity for higher quality performance.

Appreciative Inquiry questions:

- What are some of the high point experiences you have had in this organisation?
- What is it like when you are most alive and engaged in what you do?
- Without being modest - what do you value most about yourself, your work and your company?
- What are the core factors that give life to this business, without which the business would not be the same?
- What three wishes do you have to enhance the health and vitality of your organisation?
- What are some of the magic moments you have experienced in life?

Appreciative Inquiry is based on the following beliefs:

- Questions set the stage for what we find and discover
- Questions can elicit possibilities, hope and inspiration
- Words create worlds
- The seeds of change are implicit in the very first questions we ask
- Sharing best practices, magic moments and life-enriching experiences enables us to grow towards these things

(Ref: J Magruder Watkins & B J Mohr, 2001 – Appreciative Inquiry – Pfeiffer)