

The background features a light gray gradient with several realistic water droplets of various sizes scattered in the corners. A faint, circular watermark logo is visible in the upper center of the page.

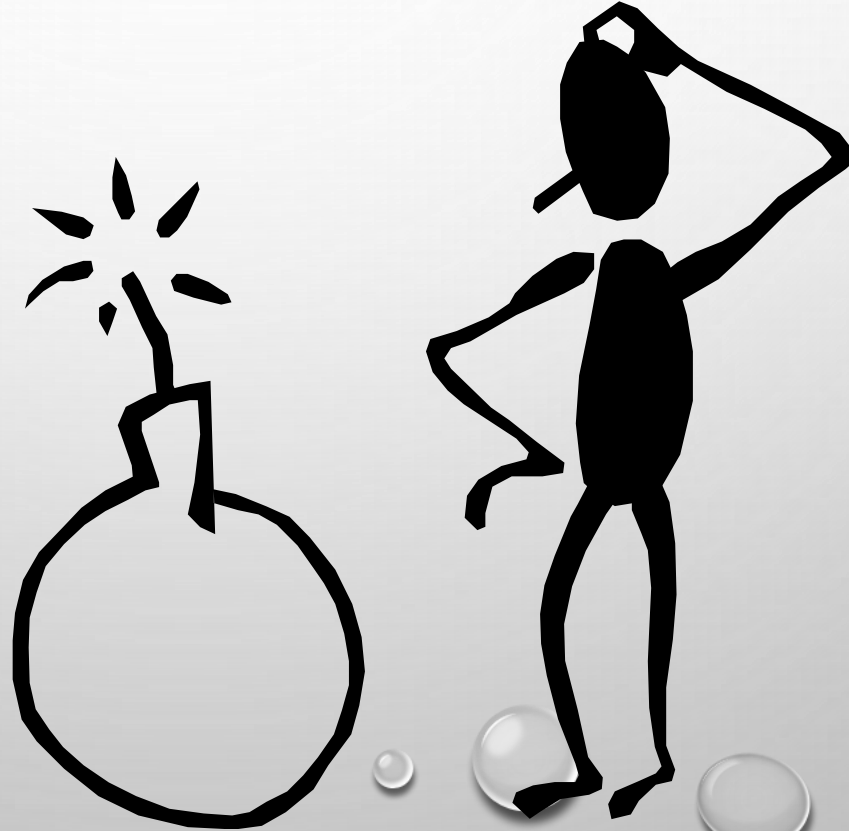
Appreciative Inquiry

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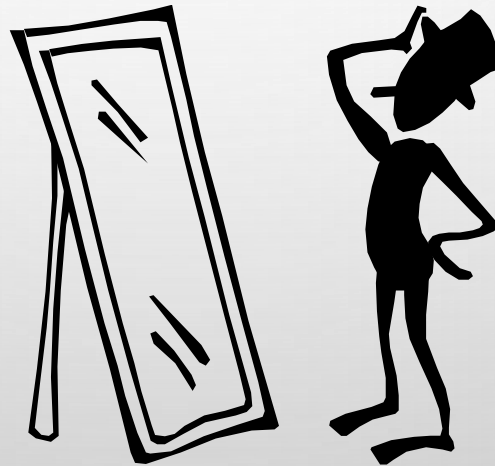
PERSPECTIVES.....

“NO PROBLEM CAN BE SOLVED FROM THE SAME CONSCIOUSNESS THAT CREATED IT. WE MUST LEARN TO SEE THE WORLD ANEW.”

ALBERT EINSTEIN



*“ We are often trapped by the
images we hold of ourselves.”*
(Morgan, 1993)




APPRECIATIVE INQUIRY

- A FORM OF ACTION RESEARCH.
- PROVIDES A POSITIVE RATHER THAN A PROBLEM ORIENTED LENS ON THE ORGANISATION AND/OR SITUATION.
- MEMBERS' ATTENTION IS FOCUSED ON WHAT IS POSSIBLE RATHER THAN WHAT IS WRONG.

CONSIDER SOME PRACTICAL APPLICATIONS:


E.G. LEARNING TO RIDE A BIKE, PARKING A CAR....



“Summing up appreciative inquiry is difficult - a philosophy of knowing, a methodology for managing change, and an approach to leadership and human development.”

Cooperrider and Whitney (1999)





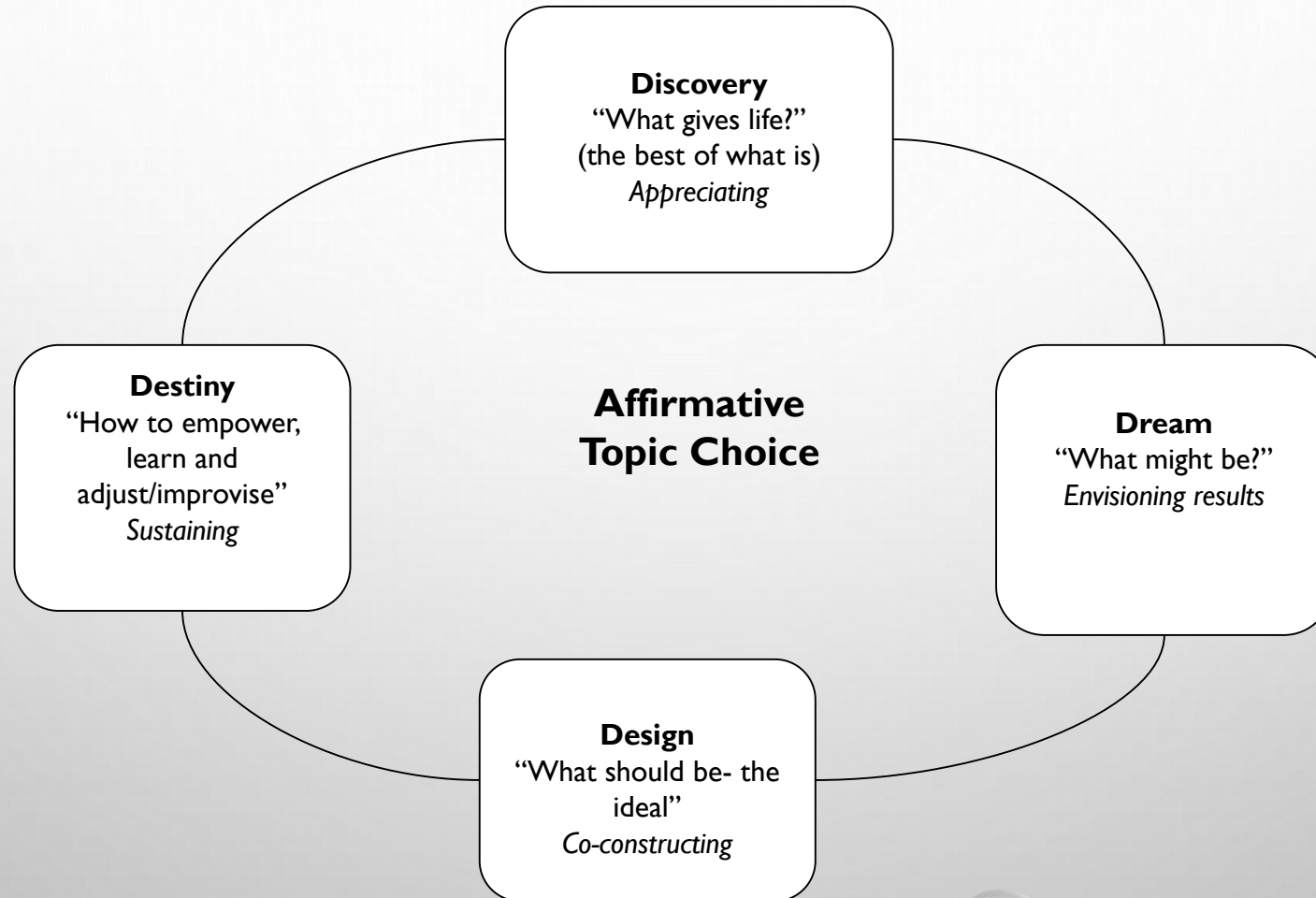
Ap-pre'ci-ate, v., I. valuing; the act of recognising the best in people or the world around us; affirming past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems.

However: I propose an enhanced definition:

To know, to be conscious of, to take full and sufficient account of....




APPRECIATIVE INQUIRY 4 –D CYCLE





FIVE CORE PRINCIPLES OF AI

- THE CONSTRUCTIONIST PRINCIPLE
 - THE PRINCIPLE OF SIMULTANEITY
 - THE POETIC PRINCIPLE
 - THE ANTICIPATORY PRINCIPLE
 - THE POSITIVE PRINCIPLE
- 

FIVE CORE PRINCIPLES OF AI

- *THE CONSTRUCTIONIST PRINCIPLE*

KNOWLEDGE, LANGUAGE AND ACTION ARE INEXTRICABLY LINKED.

I.E. WHAT WE THINK INFLUENCES WHAT WE SAY AND DO.

- *THE PRINCIPLE OF SIMULTANEITY*

INQUIRY IS INTERVENTION. SEEDS OF CHANGE ARE SOWN IN THE VERY FIRST QUESTION WE ASK.

FIVE CORE PRINCIPLES OF AI

- *THE POETIC PRINCIPLE*

THE STORY OF AN EVENT IS CONSTANTLY BEING CO AUTHORED & RE-AUTHORED.

I.E. EVERYONE PERCEIVES, AND HENCE RECOUNTS, A SITUATION DIFFERENTLY
ENDLESS INTERPRETATIONS ARE POSSIBLE.

- *THE ANTICIPATORY PRINCIPLE*

THE IMAGE WE HOLD OF THE FUTURE GUIDES CURRENT BEHAVIOR

E.G. IF YOU EXPECT A MEETING TO BE BORING, IT MOST LIKELY WILL BE.

FIVE CORE PRINCIPLES OF AI

- *THE POSITIVE PRINCIPLE*

THE MORE POSITIVE THE QUESTIONS OR APPROACH THE MORE SUCCESSFUL AND LONG TERM THE CHANGE EFFORT.

I.E. CHANGE DRIVEN BY APPRECIATIVE INQUIRY IS MORE LIKELY TO LAST 😊

CRITIQUES OF AI

- “TOO POLLYANNAISH”
- EXCESSIVELY FOCUSED ON “WARM FUZZY GROUP HUGS”
- UNDER EVALUATED AND DISCOURAGES ANALYSIS
- LACK OF CRITICAL IMPERATIVE

CRITICAL APPRECIATIVE PROCESSES CAN HELP

- CHALLENGE ASSUMPTIONS YOU TAKE FOR GRANTED IN THE SITUATION:
- WHO DECIDES WHAT IS 'GOOD'? WHAT YOU CONSIDER GOOD MAY DIFFER FROM YOUR COLLEAGUES.
- DON'T GET HUNG UP IN THE MECHANICS OF A METHOD (E.G. THE 4 DS). IT IS THE APPRECIATIVE INTENT THAT IS MOST IMPORTANT AND WHERE THE VALUE OF AI LIES.
- ADOPT A BROADER APPLICATION OF APPRECIATION: "TO KNOW, TO BE CONSCIOUS OF, TO TAKE FULL AND SUFFICIENT ACCOUNT OF..."