



Getting Started with

Appreciative Inquiry

compliments of

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First Steps

Get a taste of the kind of delicious energy that *Appreciative Inquiry* generates by testing a few "discovery stage" questions. Print off the following two pages and on the short blank lines on the "Introductory Questions" page write the name of your organization/company. Take a colleague to lunch and have a conversation sharing with each other your answers to the introductory and *team building* questions.

You and your colleague will likely come out of your lunch feeling proud of yourselves, positive and energized. *Imagine* what could happen in your organization if you could draw forth from every employee, the kind of energy produced in your discussions with one colleague. *Imagine what you could do with that energy!*

Because *AI* is positive, putting people in touch with their most joyful "peak experiences" being part of the organization, and drawing forth the best they have to offer, it is energizing and creates its own momentum for change.

If you want to take this process a little further, have you and your colleague each take another person out to lunch and repeat the process. Then get together and compare notes. Then give some thought as to what you want "more of" in your organization, and give me a call. I'd be delighted to work with you to take your organization through an *Appreciative Inquiry* process to help you transform your organization, making it the best it can possibly be.

Introductory Questions

1. To start I'd like to learn about your beginnings at _____ . When did you come to the organization and what attracted you to it? What keeps you at _____ ? What sets the organization apart and makes the difference for you?

2. In your work at _____ , you have probably experienced ups and downs, twists and turns. For a moment I would like you to think about a time that stands out to you as a high point, a time when you felt energized, passionate about your work and most effective – a time when you were able to accomplish more than you imagined.

Please describe in detail the situation, the people involved and what made it a high point experience for you. What actions did you and others take? How did these actions translate into results?

3. Let's talk about some things you value most specifically about yourself and _____ as an organization. Without being humble, what do you value most about yourself— as a human being? What are the most important qualities or strengths you bring to _____ ?

What is it about the nature of the work you do at _____ that you value the most? What is most interesting or meaningful to you?

Team Building

Some of the most satisfying work experiences come from being part of a really well functioning team. Tell me a story about the best experience you have ever had being a member of an effective team.

What contributed to this being a peak experience?

What made the team effective? What kinds of relationships were there among the team members?

What, specifically, did the team do? What do you think was your own most valuable contribution to the team?

What did it feel like to be part of that team? How does it feel now, recalling and talking about that experience?

What could your organization do to promote these kinds of experiences?
