

Appreciative Inquiry

Appreciative Inquiry is a change management approach that focuses on what is working in an organization rather than the problems within the organization. The heart of AI is the belief that an organization will grow in whichever direction the stakeholders in the organization focus their attention. If the focus is on problems, the organization will excel at finding, analyzing and solving problems. If the focus is on strengths, the organization will excel at identifying strengths and building upon them.

Underlying this central tenet of AI are eight assumptions: (1) in every organization something works; (2) what we focus on becomes our reality; (3) reality is created in the moment, and there is more than one reality at any time; (4) the act of asking questions influences the organization in some way; (5) people are more comfortable moving forward when they carry part of their past with them; (6) we should carry the best of the past forward with us; (7) it is important to value differences; (8) the language we use creates our reality. Using these assumptions AI engages all the stakeholders in an organization in appreciating and valuing the best of what the organization does; envisioning what the organization might be; discussing what the organization should be and developing innovations to help the organization become what it will be.

For more information on Appreciative Inquiry see the links below.

AI Commons: Introduction to Appreciative Inquiry.

<https://appreciativeinquiry.champlain.edu/learn/appreciative-inquiry-introduction/>

What is Appreciative Inquiry (AI)? <https://www.centerforappreciativeinquiry.net/more-on-ai/what-is-appreciative-inquiry-ai/>