Tool for your toolbox

Appreciative Inquiry

Seeing the Mighty Oak in the Acorn

Seeing what is possible from the smallest spark.

Using the Self Actualized Model, you will find times when you need a way to move the conversation along, that is when you use a tool.

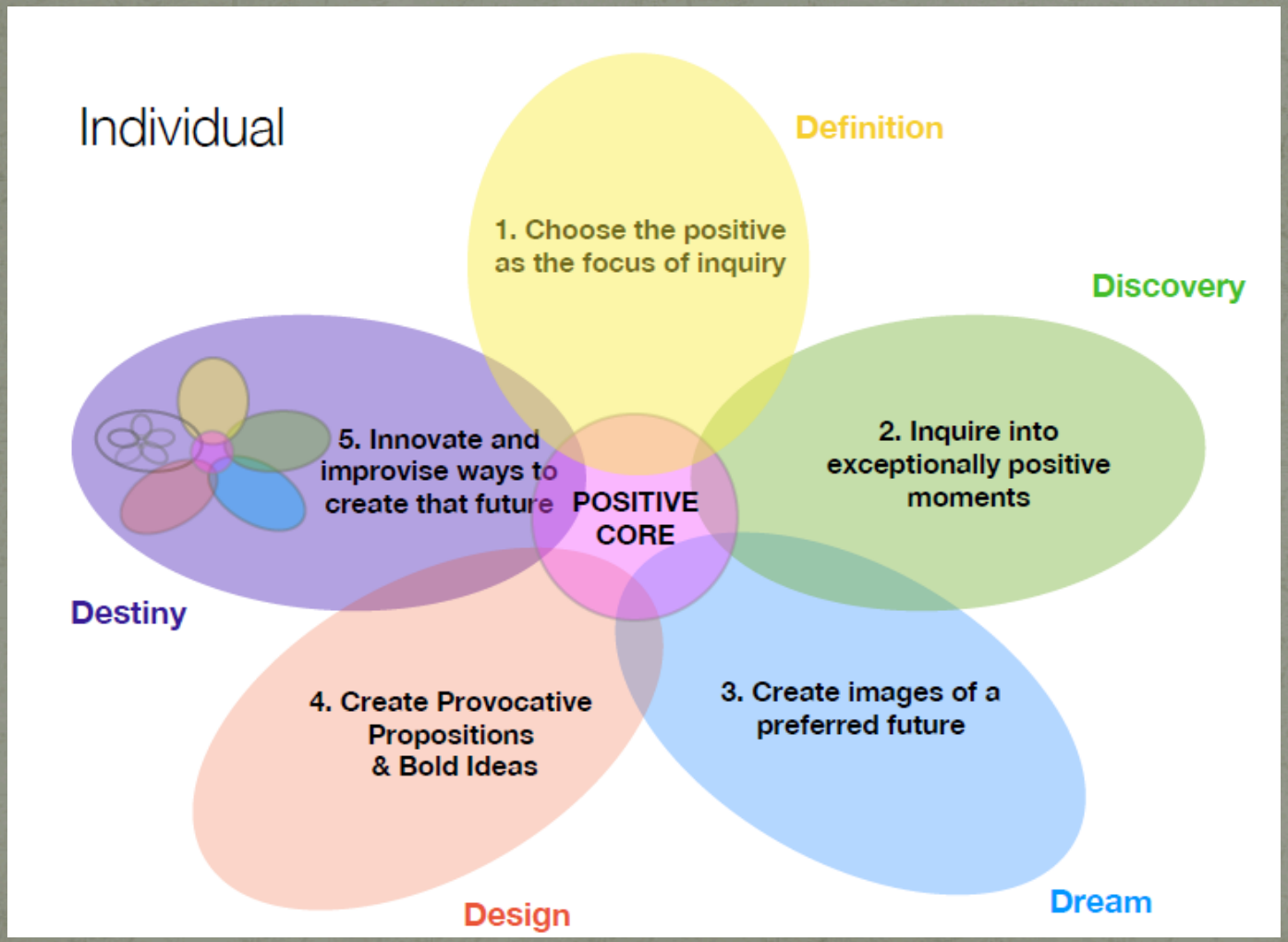
Appreciative Inquiry is one.

Appreciative Inquiry is:

- The search for the best in people, their organizations and the world around them.
- It involves a systematic discovery of what gives “life” to a living system when it is most alive and most effective.

- A brief history…
  - 1980 David Cooperrider & Suresh Srivastva use the Cleveland Clinic for an organizational analysis, focusing on the factors of positive change.
  - Their study called for a shift in the field of Organizational Change from deficit based to positive live-centric theory, moving from what is wrong to what is working.
  - By 1990 they have created a model describing the cycle of AI.
  - In Spring 2012, AI was the centre point of a summit, sparking the vision of a tipping point in the planning of a future for the city of Cinncinnati.

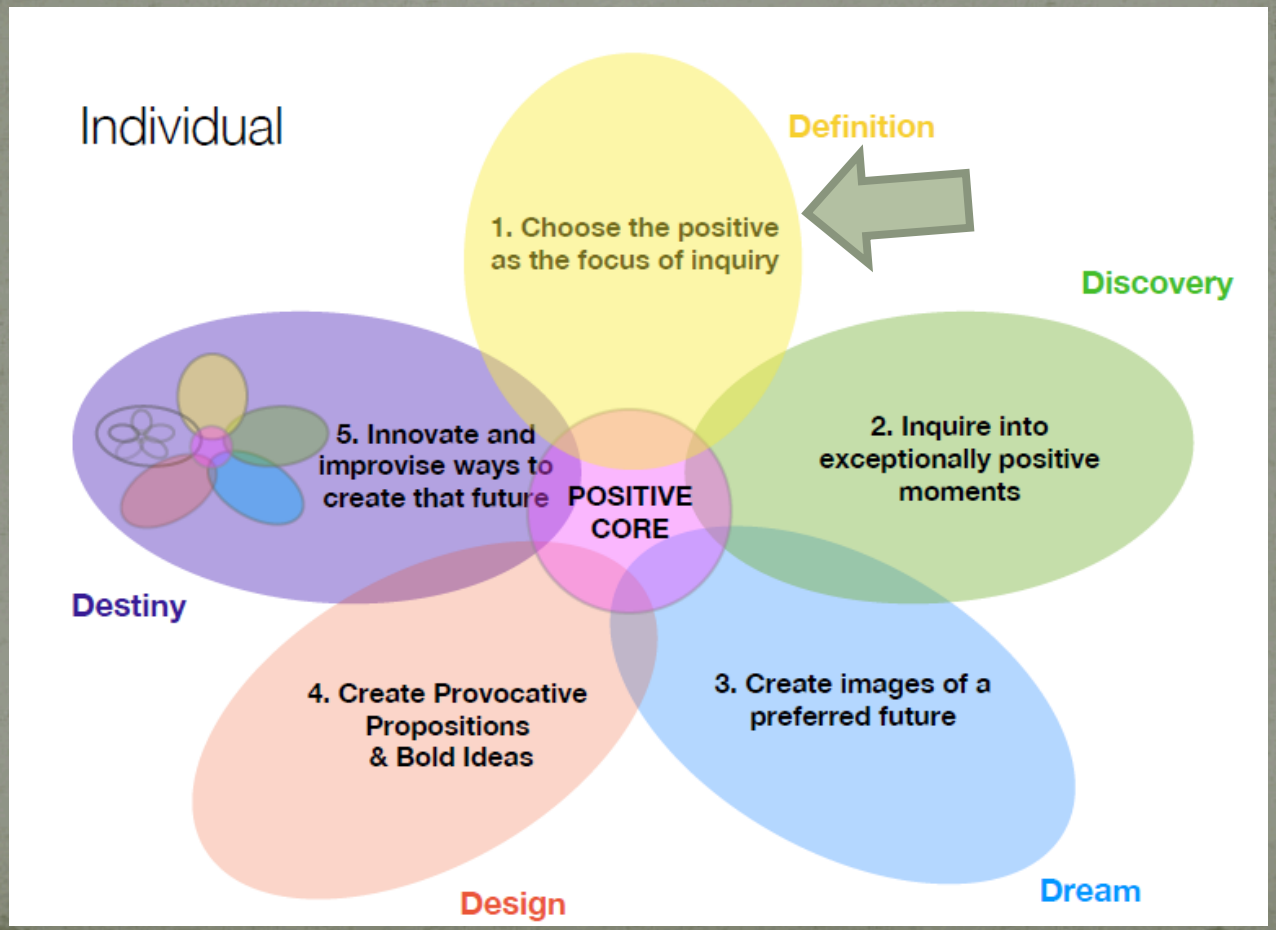
The Five-D Model – this is the classic AI model.



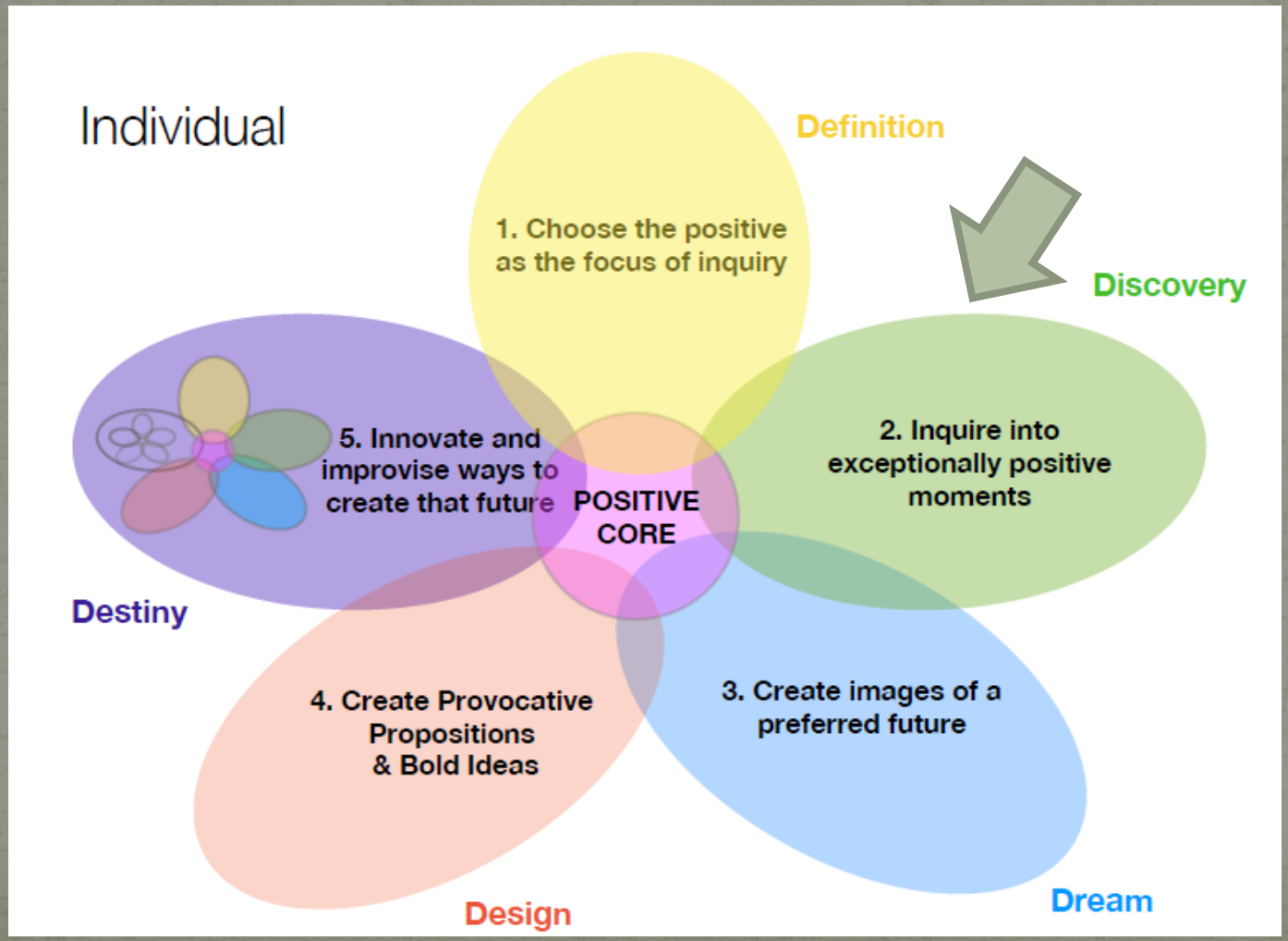
How do you use this with Self Actualized Coaching?

It maps over to the SA Model

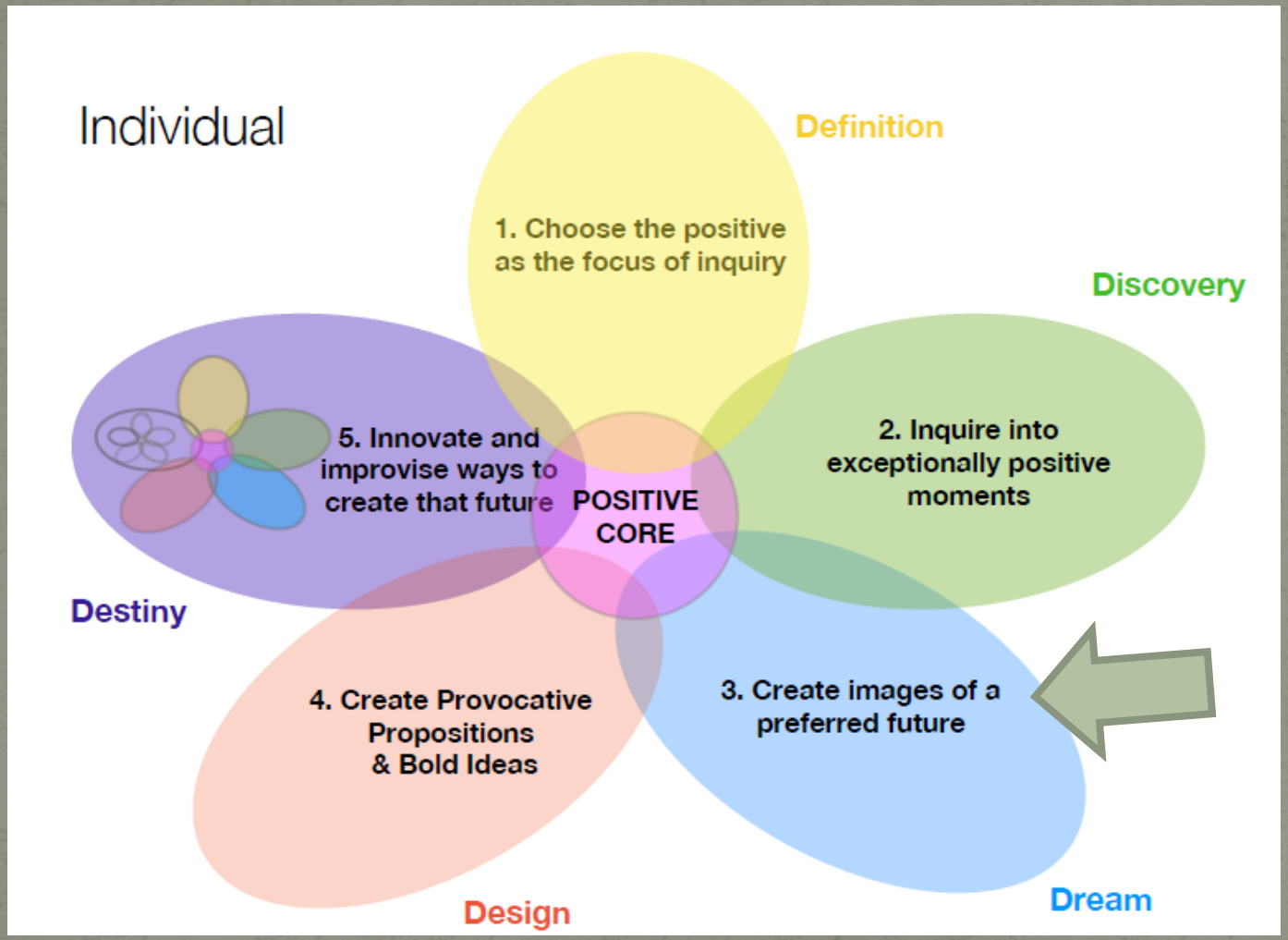
Definition = Foundation



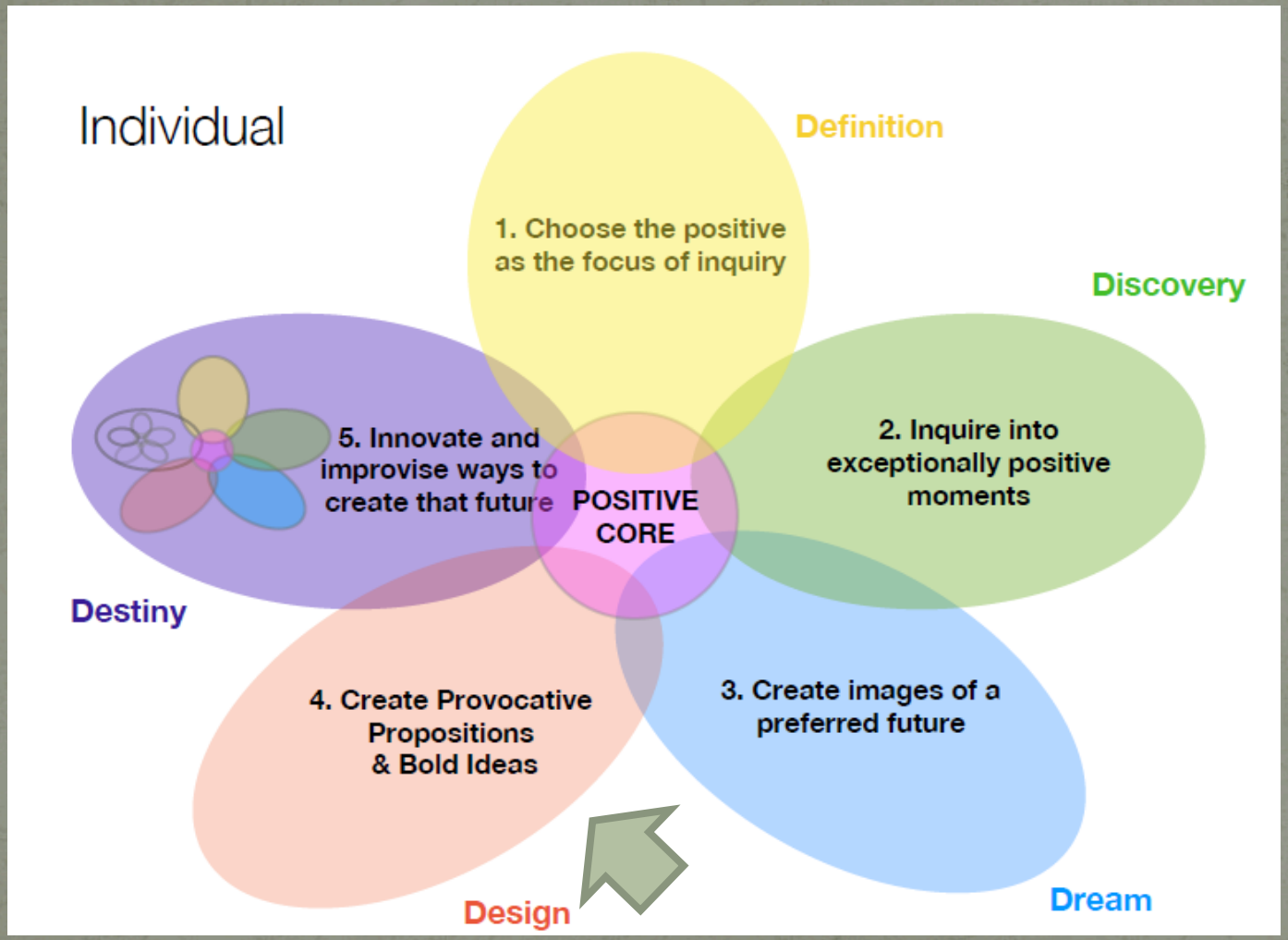
Discovery = Awareness – always from the positive perspective.



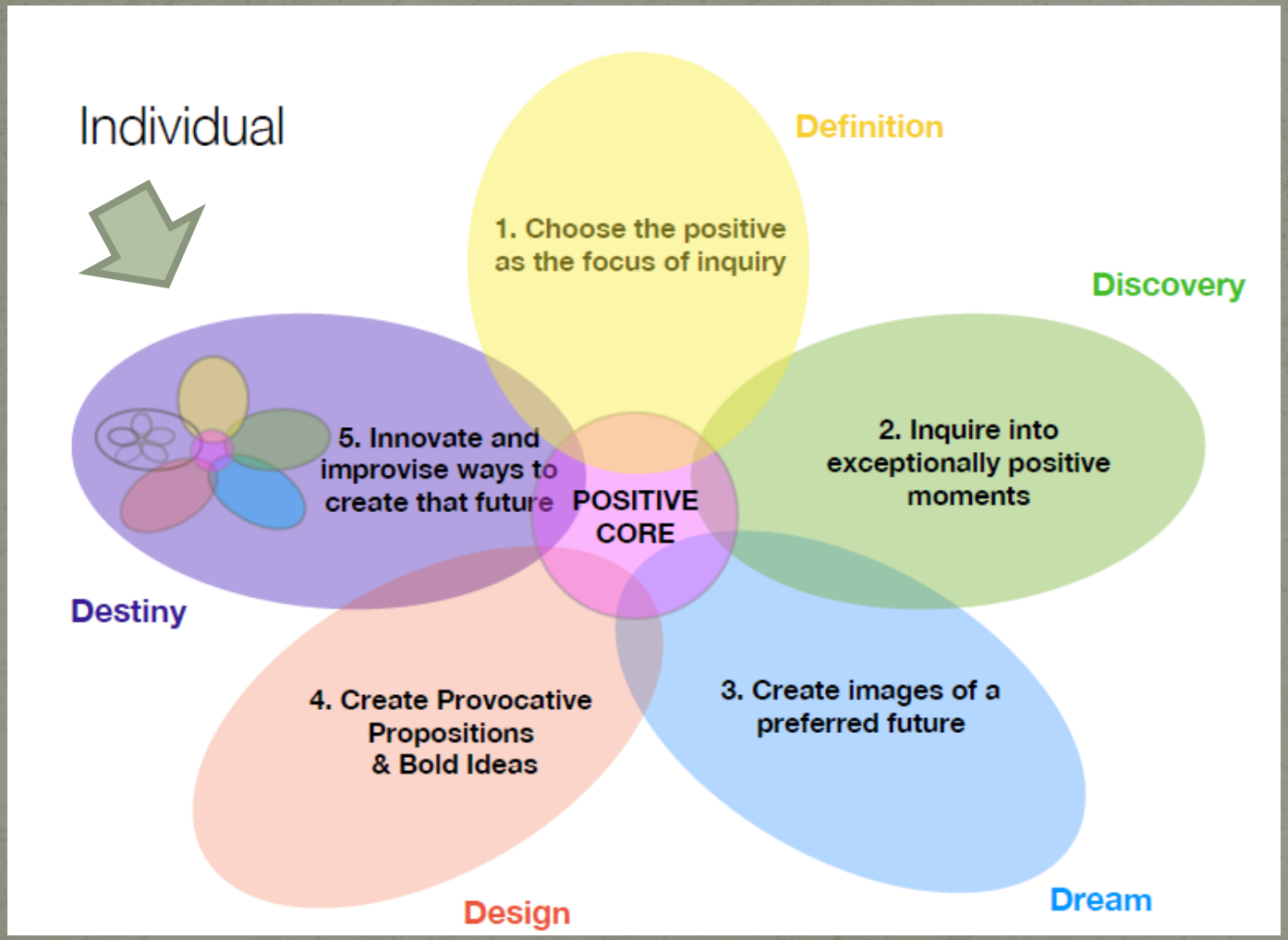
Dream is like revisiting Imagined Future



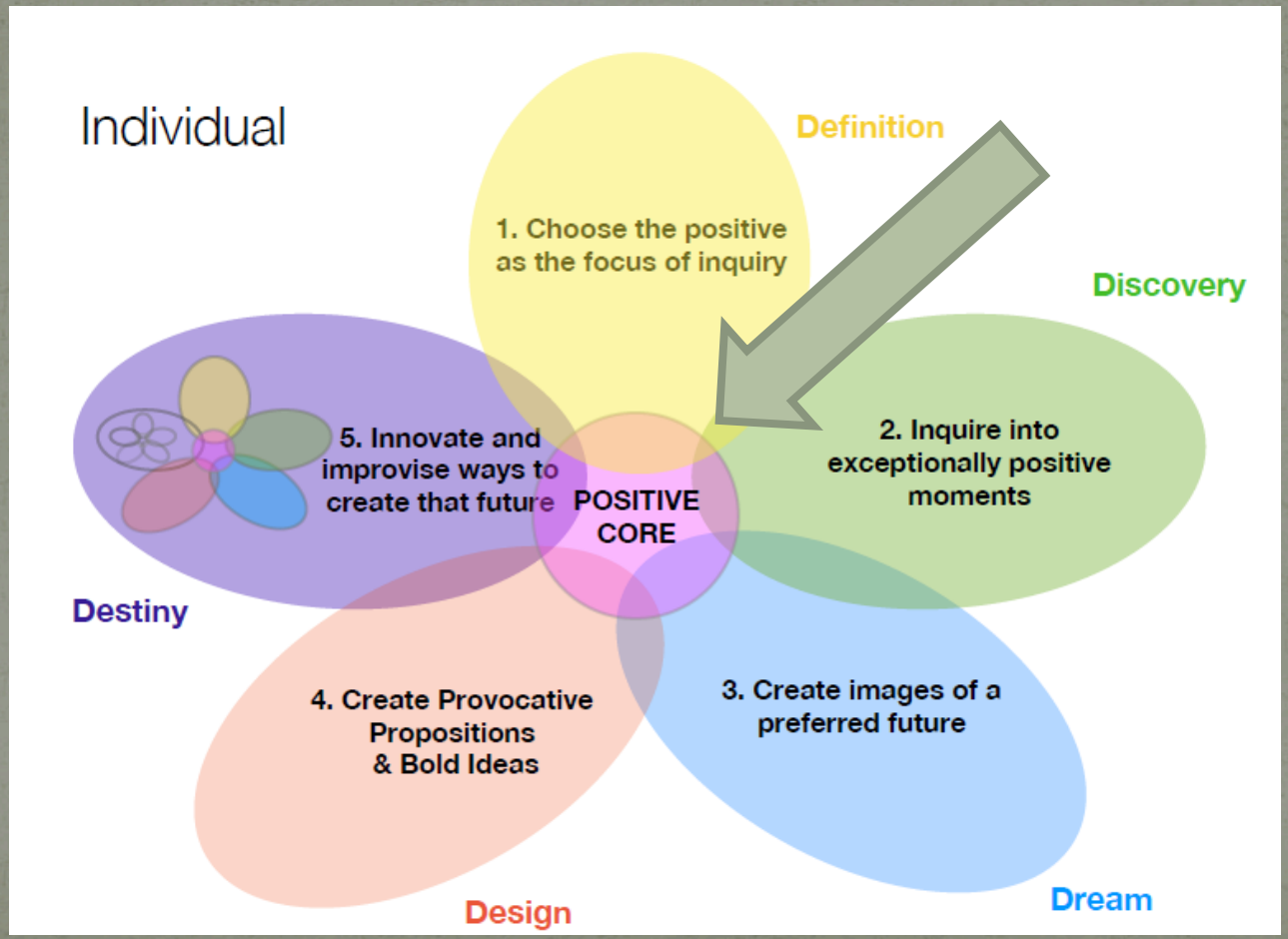
Design = Belief Work & Empowerment



Destiny = final pieces of Empowerment



Positive Core = SAFE This is also like the bottom of our model. Your client always is aware that they are safe with you.



Principles of Appreciative Inquiry

- What makes AI so powerful is the strengths-based approach it takes to change in human systems.
- It is based on core principles that mirror the SA Process

  - The Constructionist Principle – *Words create worlds*
    - Reality as we know it , is subjective state. It is socially created through language and conversations.
  - The Simultaneity Principle – *Inquiry creates change*
    - Inquiry is an intervention, the moment we ask a questions, we begin to create a change.
  - The Poetic Principle – *We can choose what we study*
    - What we choose to study makes a difference. It describes, even creates the world as we know it.
  - The Anticipatory Principle – *Image inspires action*
    - Human systems move in the direction of the images of their future. The more positive and hopeful the image of the future (imagined future), the more positive the present day actions.

The rest of the principles:

- The Positive Principle
- The Wholeness Principle
- The Enactment Principle
- The Free Choice Principle

How to use AI as a tool in coaching:

- The ability to perceive the positive potential within the present.
- Seeing the breakthrough product or valuable solution of a future that is hidden in the present situation.

Three Components of Appreciative Intelligence

- Reframing
- Appreciating the Positive
- Seeing how the future unfolds from the present

Reframing

Consciously shifting to a new view of reality that leads to a new outcome.

Appreciating the Positive

Successful people have a conscious (or unconscious) ability to view everyday reality with appreciation.

Seeing how the future unfolds from the present

- People with high Appreciative Intelligence connect the positive aspects that already exist with the end goal.
- Creating, not just predicting the future.

Qualities that accompany Appreciative Intelligence:

- Persistence
- Conviction that your actions matter
- Tolerance for uncertainty
- Irrepressible resilience

Want to learn more?

- Appreciative Inquiry Commons http://appreciativeinquiry.case.edu/
- Appreciative Intelligence by Tojo Thatchenkery & Carol Metzer