



What is  
Appreciative  
Inquiry?

# Highlights of AI

- looks for what *works* in a situation or an organization of any size
- grounded in real events and experience
- builds on a positive foundation to reach the desired future

# The Six Freedoms

- The freedom to be known in relationship
- The freedom to be heard
- The freedom to dream in community
- The freedom to choose to contribute
- The freedom to act with support
- The freedom to be positive



How you see the glass  
makes all the difference



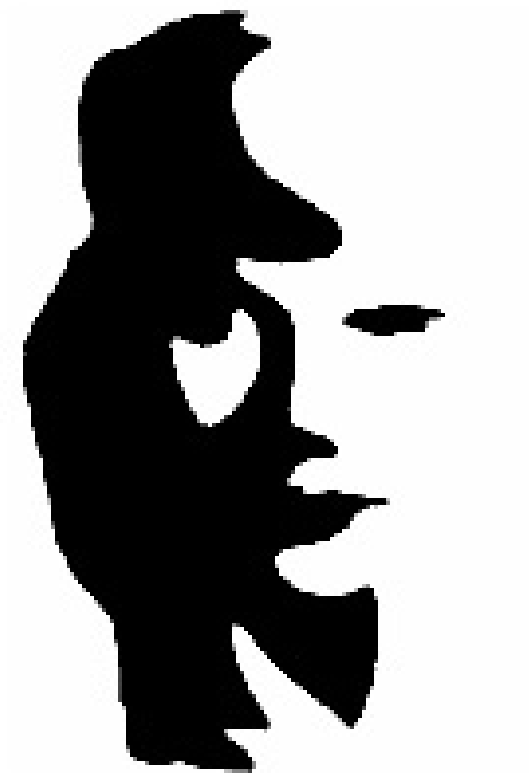
# Why the positive?

- A survey of research found 45,000 studies on depression and only 300 on joy and hope.
- Knowing so much about depression tells us very little about how to avoid it or overcome it.



Photo: Camil Tulcan

What we focus on becomes our reality and  
we can **choose** what to focus on....



What do you see?

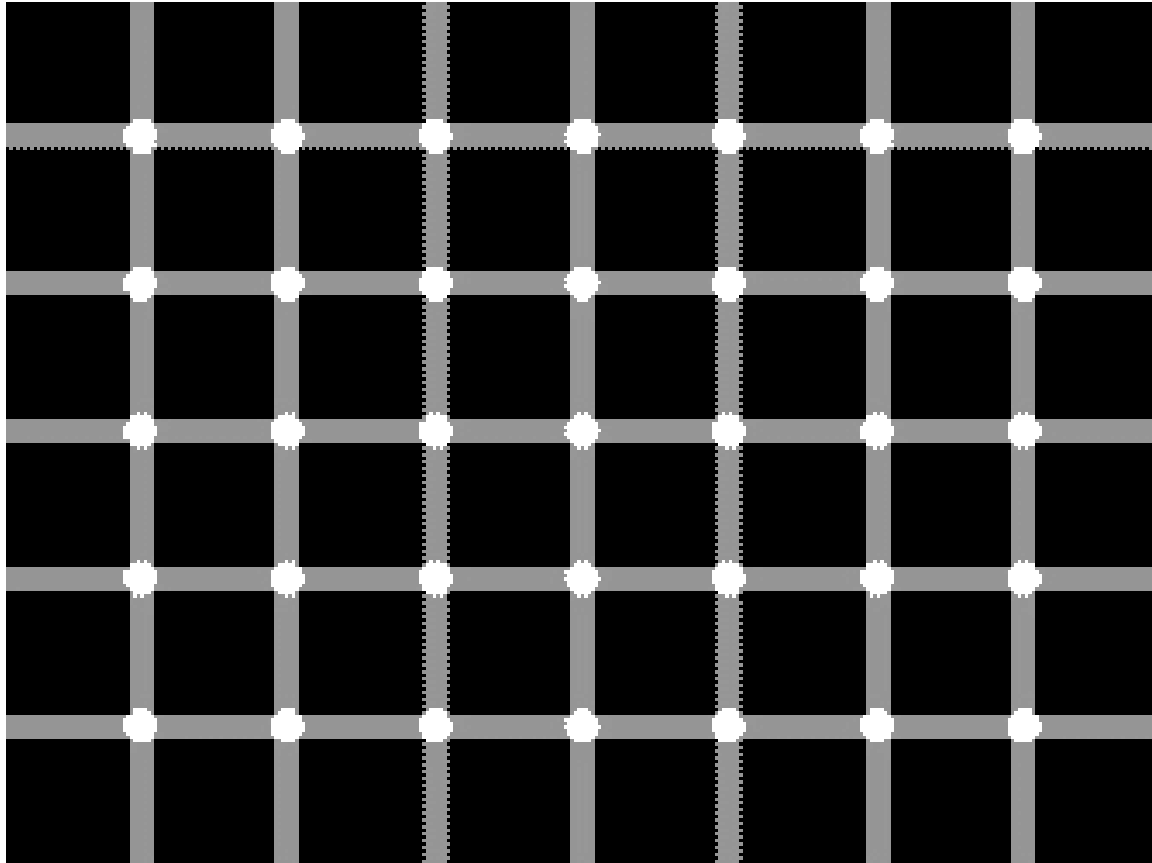


**What do you see?**

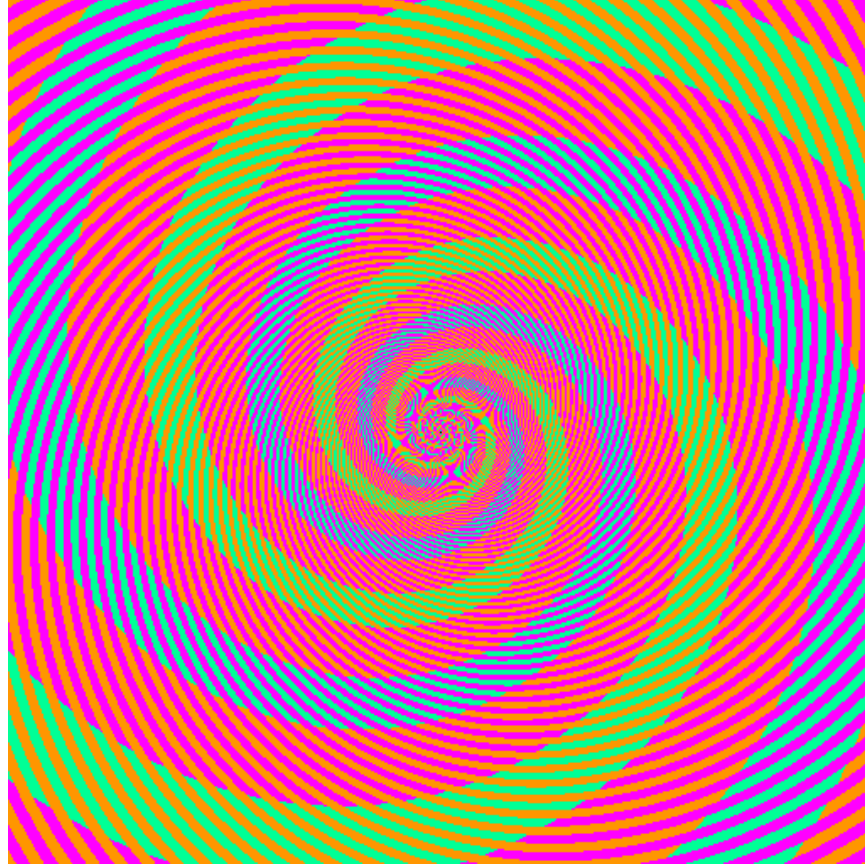


"a little lump of coal"

<http://www.youtube.com/watch?v=DeIjrP3P7tA>



What do you see?



**What colours do you see?**

The glass is half-full  
...or more

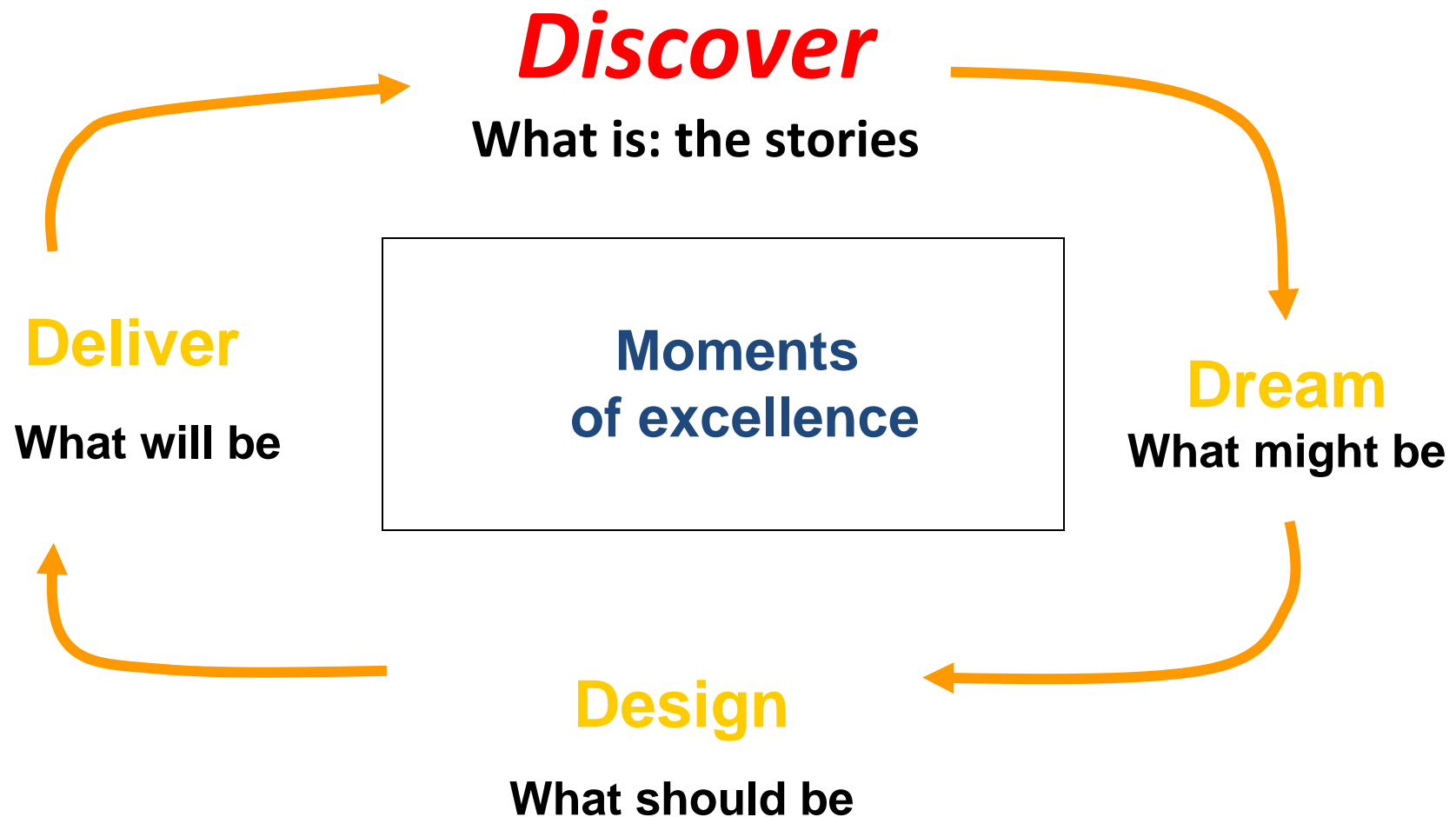


# See the Possibility

## **Limbless man completes Channel swim**

- Philippe Croizon, 42...managed to complete the feat in just 13-and-a-half hours.
- He was forced to have his arms and legs amputated after he suffered an electric shock while removing a television aerial from a roof 16 years ago.
- He only taught himself to swim in the last two years and does so using prosthetic legs and a snorkel and mask.

# Discover: it starts with stories



## Discover stories of pride and service

think of a time when you helped create a situation where people were at their best...were fabulous!

Find a partner:

- Share your stories
- Listen deeply to your partner's and "follow the energy" – ask questions about what is inspiring or interesting to you.

Once you've each had a chance to tell your story, please review the stories, and jot down some of the factors that contributed to the success in them.

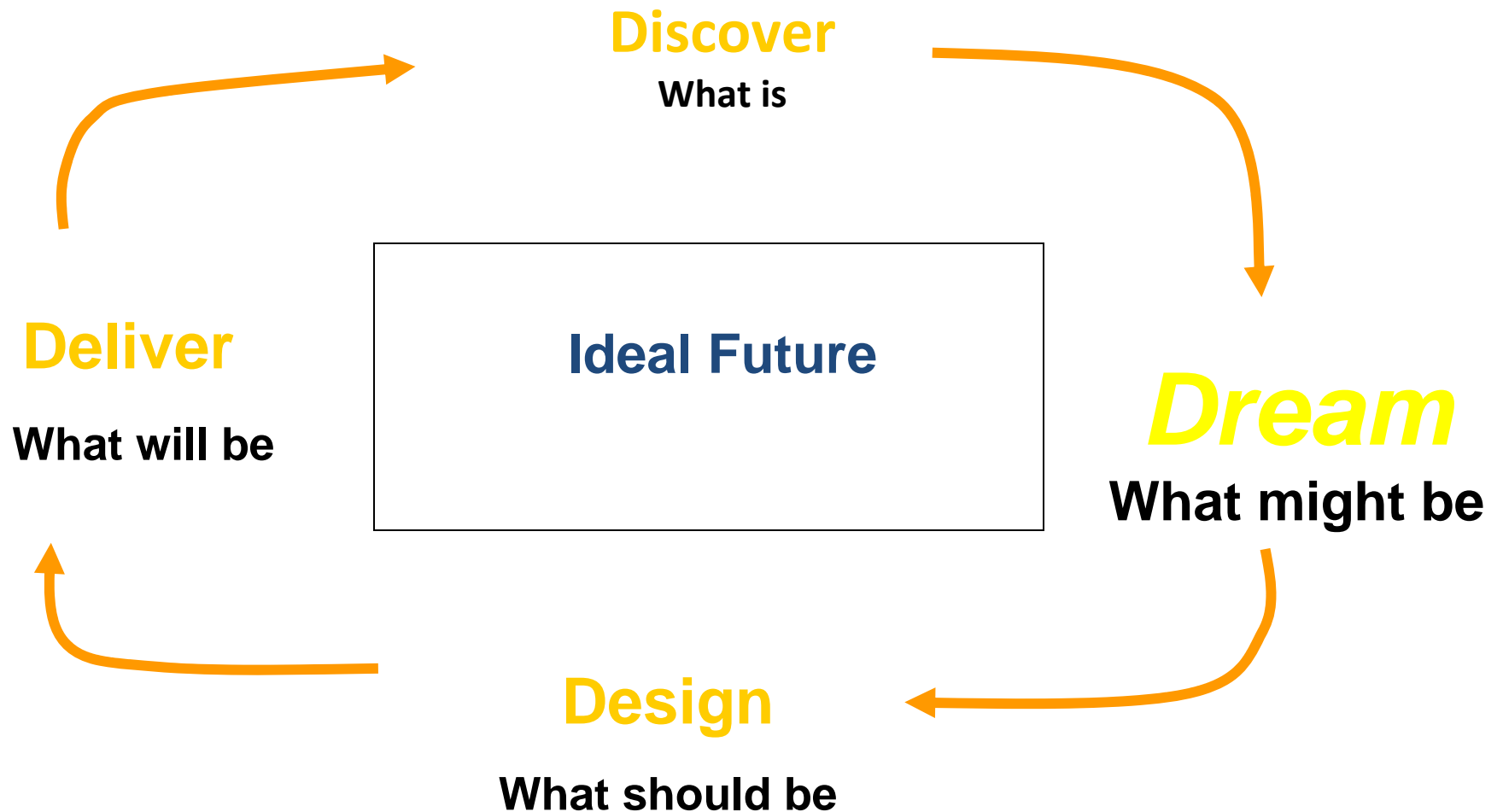
# Move around!

- Self-organize into groups of 6-ish

What were the underlying factors for success in your stories?

Someone please write these down for your group

# The next step: Dream



# A Simple Strategy

Focus on the positive in the past and how you might **do even more** of what you valued and what was successful.

Focus on a vision for the future: how you might springboard from your positive foundation to include things you aren't doing now that are aligned with your values

# Dream

What is your vision of  
the best you could possibly be to foster  
the best in the people around you?

# Imagine your own situation

If the people around you were to be the best they could possibly be, doing all these wonderful things, more often?

– *what more* would you be doing?

What is your wildest dream for the people around you and this community?

How can you personally support that?

# What Kind of Dream?

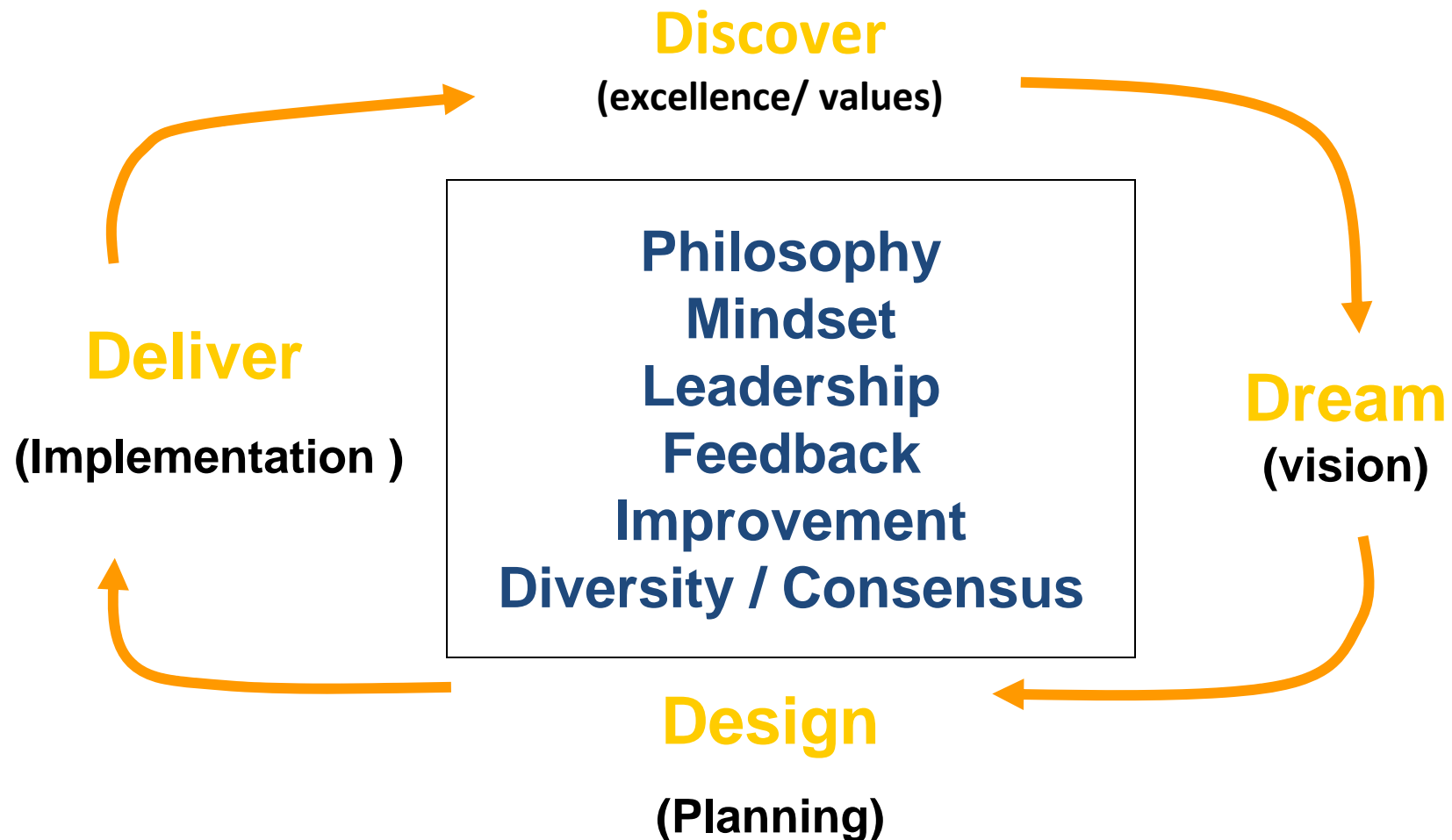
- For the Future
- In picture, or 'mental movie' form
- The *very best* you can imagine
- Inspired by the stories and themes
- Of personal relevance for you

# Why the Dream?

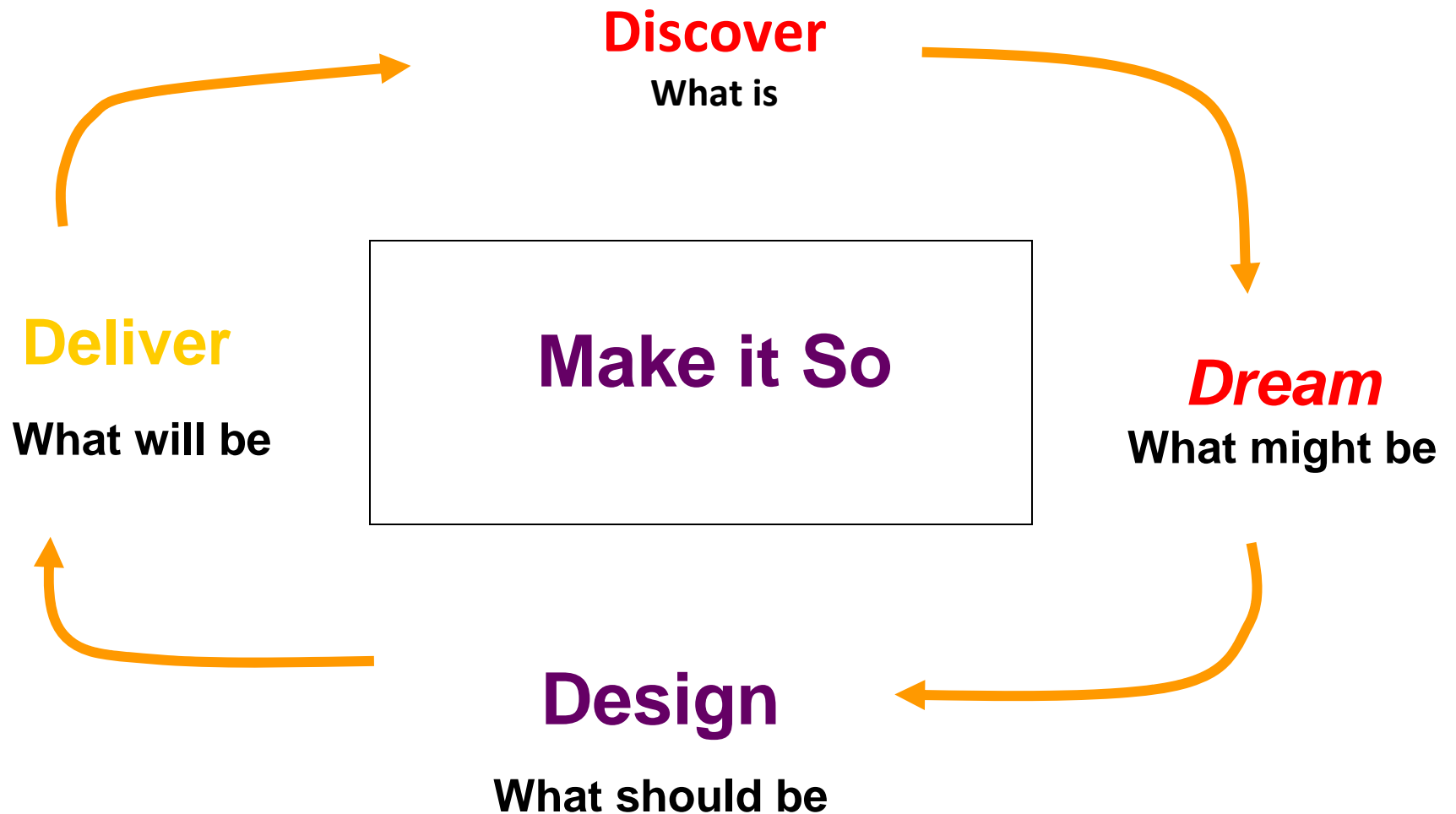
- ***“If you want to build a ship, then don’t drum up men to gather wood, give orders, and divide the work. Rather, teach them to yearn for the far and endless sea.”***

***Antoine de Saint-Exupery***

# The 4D Model



# The next step: Design



# DESIGN

- Create strategies for living the values, multiplying the positives and moving towards the Vision

# What is one area in your life...

- Where you could choose to see the glass as “half full”?
- What would you do differently? What positive feedback would you give?
- What positive questions would you ask?
- What differences would that make to the people involved in that area of your life?

# Deliver

- Act.
- Notice successes, share, learn, do more.

# Give Appreciative Feedback

- Sometime today, find someone with whom you work closely
- take the time to tell them all the things you appreciate about them.

# The Power of a Shared Dream

Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it's the only thing that ever does.

– Margaret Mead

# Autism as an advantage

- *Specialisterne* employs 60 people with autism
- “Aspergerians ...relish the repetition, their focus doesn't waver and their numerical skills are superlative. “My staff are motivated all the time. Our fault rate was 0.5 per cent, compared with five per cent from other testers. That's an improvement by a factor of 10, which is why we can charge market rates. This is not cheap labour and it's not occupational therapy. We simply do a better job.”

# Today was like...

- [This dance](#)