

# The Power of Appreciative Inquiry

## Training, Workshops & Facilitation

***Appreciative Inquiry (AI) is a new approach to community development, based on the simple assumption that every community has something that works well, and those strengths can be the starting point for creating positive change.***

*(Dr. Susan Jakes and Jacqueline Murphy Miller)*

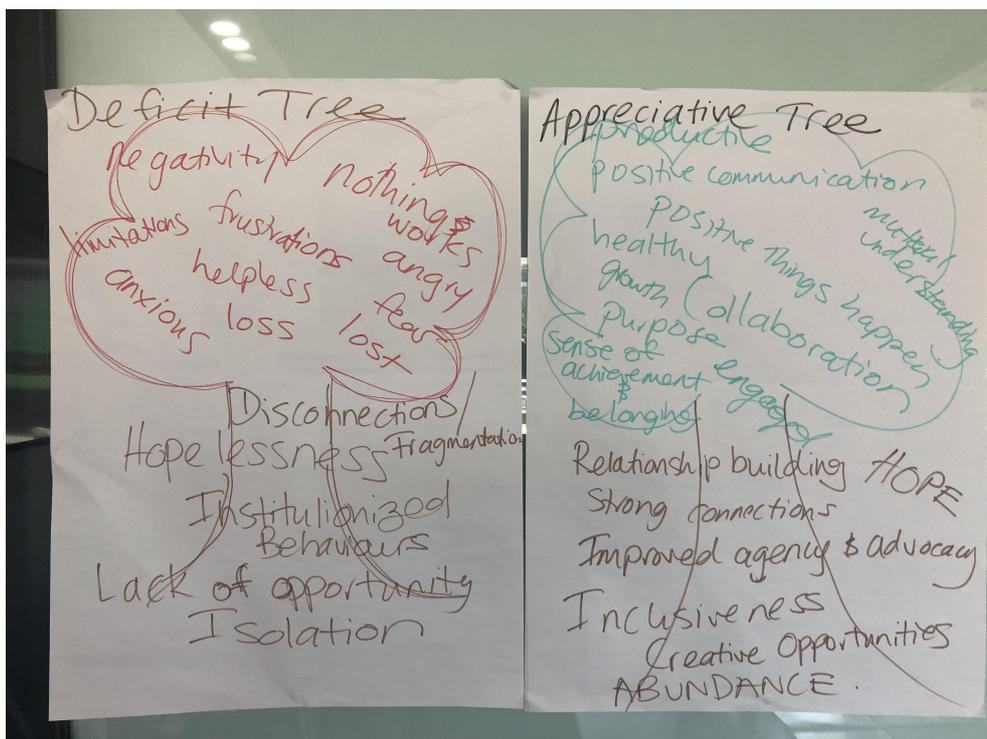
### TEACHING & TRAINING

Appreciative Inquiry (AI) is used to generate change through igniting the collective imagination and promoting dialogues that can help collectively shape people's realities and their vision for the future.

Our AI training and workshops provide an overview of AI and its links to asset-based approach to community development versus a deficit-based approach.

Depending on the length of training requested, workshops could touch on the following;

- The power of positive questioning and storytelling as effective ways to engage stakeholders in change efforts. Participants will also be guided on how to conduct appreciative interviews, and the impact of positive questions.
- Words Create Worlds: The language we use and the way we frame ideas, questions and affirmative topics to drive action determines the direction we move in creating desired change. Here we will look at crafting Appreciative Inquiry questions.
- Participants explore and learn more about the 5-D cycle: Define (Affirmative Topic Choice) Discovery, Dream, Design, and Destiny phases to tap into the core strengths of citizens and communities.



## DELIVERING APPRECIATIVE INQUIRY

### When is it used and where can you apply it?

AI can be used by individuals, teams, community groups organisations, or at the societal level; in each case, it helps people move toward a shared vision for the future by engaging others in created desired change. Teams and organisations use AI to understand best practices, develop strategic plans, shift culture, and create forward momentum.

AI is used for team building, helping teams discover past successes and future possibilities. It can be an effective tool for aligning purpose and goals, develop a sense of ‘we’ and communal selflessness in collective settings.

AI can be used in one to one meeting, with small and medium-sized groups, or in large-scale change initiatives that include thousands of people. The length of engagement varies from days to months to years, depending on the breadth and depth of the topics being explored and the number of people involved.

AI as a tool is useful at the beginning of an intervention but can also be used for evaluation purpose or what facilitators in the AI space refer to as “Valuation”, where the focus is in identifying what works well and how we can do more of it.



For more information about Appreciative Inquiry visit:

Center for Appreciative Inquiry [www.centerforappreciativeinquiry.net](http://www.centerforappreciativeinquiry.net)

Appreciative Inquiry Commons <https://appreciativeinquiry.case.edu/>

The Taos Institute <https://www.taosinstitute.net/>

Community Minds completed the Appreciative Inquiry Facilitation Training© (AIFT) in California, U.S.A.