

Appreciative Inquiry for Organizations

2 Questions - 2 Results

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WALDEN UNIVERSITY
A higher degree. A higher purpose.

Positive Culture

Instead of fixing problems - **Dream Possibilities!**

Use a **culture** built on **positive accounts** of **peak performance & demonstrated strengths**. The culture provides **“self-driving” & continuous** evaluation **stories** of best examples AND builds organizational **enthusiasm**.

Discover

Discover **topics** that are: **Desireable, Valued, Affirmative**

Seek: The **best of What is** - what works well, is valued most, What do you **want more of?**
Ask for **stories** of: extraordinary moments, **peak events**, high points

Dream

What could be – What’s ideal? In ten years what might be different if everything is as you wished it would be? What are your **3 wishes** to see happen? What have you contributed?

Design

Plan **What should be**. Determine what **can** & should be done. Co-construct **steps** to **bring the dream to life**. Bring **action** to the ideal.

Destiny

Create **What will be**. Expand and stay open to new learning & ideas. **Sustain the vision**.

How can YOU apply 2 Appreciative Inquiry questions - to yield 2 results?

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AI Steps

2 Questions:

- **Discover** (What works?)
- **Dream** (What’s Ideal?)

2 Results:

- **Design** (Action Steps)
- **Destiny** (Sustain Vision)