

# Appreciative Inquiry (AI) & Empowerment

## Overview - Tip Sheet

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*A higher degree. A higher purpose.*

### Barriers to Evaluation

- Lack of **expertise**
- **Time** constraints
- **Fear** of negative results
- **Irrelevant** to organizational goals

### AI Advantages

- Grounded in **stakeholder meaning**
- Directly tied to **organizational goals**
- **Inclusive**
- **Easy** to implement and familiar
- Results **useful** for multiple contexts (evaluation, planning, marketing)
- **Depth** in narrative data
- **Positive** organizational culture
- **Transferrable** to context
- Supports **evaluation interest**
- **Institutionalizes evaluation**

### Traditional AI Disadvantages

- **Time Intensive** (several days)
- **Resource Intensive** (**ALL** stakeholders)
- **Expertise** (consultants & trained groups)
- **Not Inclusive** for marginalized groups

### Next Steps

**How could AI fit into your context?**

### AI Steps

*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**  
AND builds **organizational enthusiasm**.

2 Questions:

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

2 Results:

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

### AI Adaptations

- **Focused** stakeholders
- **Scaffolded** to Abilities
- **Familiar & Easy** – No expertise
- **Short Duration**
- **Continuous Evaluation**

### Empowerment

- **Inclusive**, expands stakeholders
- **Cooperative**
- Provides **continuous** evaluation
- Includes **positive** vision
- **Encourages evaluation interest**