Appreciative Inquiry for Organizations
2 Questions - 2 Results

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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.

AI Steps
2 Questions:
• Discover (What works?)
• Dream (What’s Ideal?)

2 Results:
• Design (Action Steps)
• Destiny (Sustain Vision)

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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