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Appreciative Inquiry

Appreciative Inquiry is a strengths-based approach to problem solving. It was pioneered by David Cooperrider and Suresh Srivastva in the late 1980s who were seeking new methods of inquiry that would generate new ideas.

At its core, Appreciative Inquiry assumes the best in people, their organization, and the world around them. It looks at the conditions that are present when something is going 'right', what one wants 'more of', and then co-creates to this end.

Appreciative Inquiry involves the art and practice of asking questions that heighten positive potential.

At Berlineaton, our approaches to solving complex problems consistently use Appreciative Inquiry approaches.

Learn more at www.berlineaton.com

1 DISCOVER
2 DREAM
3 DESIGN
4 DESTINY

The Appreciative Inquiry (AI) Cycle & Assumptions

The AI Cycle

1. **DISCOVER** – inquire into the best of the past and the present. Choose the positive as the focus of inquiry.

2. **DREAM** – use the findings and stories from Discover to create a desired image of the future.

3. **DESIGN** – create shared images of the preferred future and what 'should be'

4. **DESTINY** – determine what will be, and create a roadmap to that future.

Assumptions of AI

1. In every society, organization or group, **something works.**

2. What we focus on becomes our reality. Reality is created in the moment. Our **language creates our reality.**

3. It is important to **value differences**.

4. The act of asking **questions influences people in some way.**

5. It takes courage to envision the future and is easier if we carry parts of the past. However, they should be the **best of the past.**

Adapted from David Cooperrider and Suresh Srivastva (1980)