

Appreciative Inquiry The Philosophy

Appreciative Inquiry is an articulated theory that rationalizes and reinforces the habit of mind that moves through the world in a generative frame seeking and finding images of the possible rather than scenes of disaster and despair.

Jane Magruder Watkins

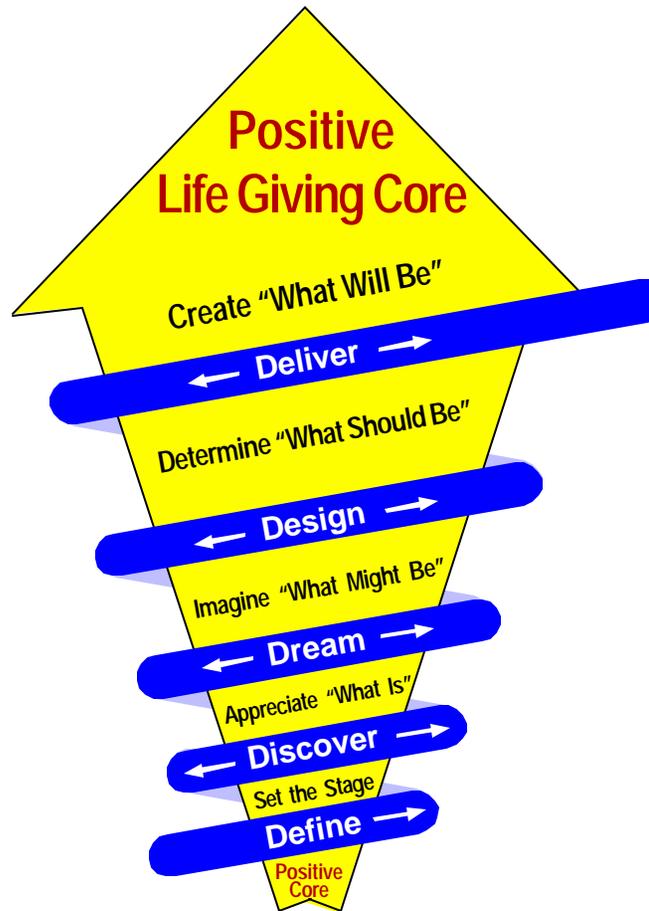
If you want to build a ship,
then don't drum up men to gather wood,
give orders, and divide the work.
Rather, teach them to yearn for the far
and endless sea.

Antoine de Saint-Exupery

All the greatest and most important problems of life are fundamentally insoluble... They can never be solved, but only outgrown. This "outgrowing" proves on further investigation to require a new level of consciousness. Some higher or wider interest appeared on the horizon and through the broadening of outlook the insoluble problem lost its urgency. It was not solved logically in its own terms but faded when confronted with a new and stronger life urge.

Carl Jung

Appreciative Inquiry The Model



The Appreciative Inquiry 5D Spiral of Development

An iterative, generative, process that uses collaborative inquiry, and strategic visioning to unleash the positive energy within individuals and organizations

Appreciative Inquiry The Process

More than a method or technique, the appreciative mode of inquiry is a means of living with, being with and directly participating in the life of a human system in a way that compels one to inquire into the deeper life-generating essentials and potentials of organizational existence.

David Cooperrider

The Five Phases

5: Deliver

Co-creating a sustainable, preferred future.
Who, What, When, Where, How?
Innovating What Will Be.

4: Design

Aligning values, structures and mission with the ideal.
Developing achievable plans and steps to make the vision a reality.
Dialoguing What Should Be

3: Dream

What is the world calling our organization to be?
Developing common images for the future.
Writing provocative propositions.
Visioning the Ideal

2: Discover

Interview process and gathering of experience.
Inquiry into the life-giving properties of the individual or organization.
Valuing the Best of What Is

1: Define

Awareness of the need for development.
Preparing for an appreciative process.
Committing to the positive