Appreciative Inquiry within the 5-Question Model

Sample Questions

1) **What did you notice? (Review / Reflect / Describe)**
   - What went well?
   - What did you value from your experience in the arena?
     - What did you value about yourself / your group / the horses?
   - What was unique or stood out the most for you during your experience?
   - Was trust evident between you and the horse? / you and your group? / your group and the horse?
     - What did it look like?
     - How did the horse(s) sense trust (or lack of trust)?
   - How did your group influence your actions?
   - How did you influence the actions of others in your group?
   - How did the horse(s) respond?
     - What part did you play in how the horse(s) responded?
   - What surprises did you have?
   - What was a high-point learning moment for you in the arena?

2) **Why did it happen that way? (Opportunities / Strengths )**
   - How did strengths come into play?
   - How did relationships influence the outcome?
   - How did communications affect the results?
   - What levels of energy were being demonstrated?
   - What roles did you observe being the most effective?
     - How did you see them being effective?
   - Where were you / your group / the horse(s) focused?
   - What emotions did you observe in yourself?
   - What did you notice about others during the activity?
   - How did the horse respond? (What emotions did you observe in the horse?)
   - What do you think the horse was thinking?
   - How did you feel supported by your team?
3) **When has that happened at other times? (Observations / Integration)**

- How did your arena experience relate to the experience you described in your AI interview?
  - What are the similarities and differences?
  - What specific strengths did you see yourself/others demonstrating?
  - How can you use your strengths to replicate positive experiences in the future?
  - How can you more effectively leverage the strengths of others around you, including your teammates and the horses?

- If participants are focused on what they did wrong or what went wrong, ask:
  - How can you reframe your arena experience to focus on what went well/what you learned and create positive outcomes in the future from your new insights?

4) **Why did it happen that way? (Examine Beliefs, Values, Perceptions)**

- What stories were you telling yourself or images were you portraying in your mind that led you toward your outcomes?
  - What stories or images could you change to create a favorable and repeatable outcome?

- How were you managing your emotions / your teammates’ emotions / the horse’s emotions?

- When did you feel like you were effectively managing or sensing emotions, even for a moment, in the arena?

5) **How would you apply that elsewhere? (Apply / Transfer Learning)**

- How can you apply insights from your positive/effective stories so that you and your organization can flourish?

- What strengths can you focus on to gain continued success?

- What strengths of your family, friends, coworkers, and organization can you leverage to help you become or continue to be successful?

- What possibilities lie ahead for you / your team / your organization?

- What things/people can support you in moving forward to become an even better leader, teammate, or collaborator with others?

- What is your vision for yourself in the future?
  - How will you know you are being successful?