

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?