

# Appreciative Inquiry (Ai) Basics



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## The 6Ds of the Ai Process



## The Appreciative Paradigm

Where traditional problem-solving methods focuses negative energy around problems, Ai is rooted in an appreciative approach that focuses on building upon existing strengths and positive attributes.

### Problem-Focused Approach

### Appreciative Approach

Identify and solve problems

Identify and build on strengths

Analytical and critical

Positive and optimistic

Change is necessary to fix problems

Change is an opportunity to build on existing strengths

The goal is to eliminate problems

The goal is to enhance and amplify strengths

## Suggested Process Timeline

The timeline for an Ai process can vary widely according to your scope, resources, and goals. Here are some possible timelines:

Phase	3-hour AI Workshop	Several Weeks per Phase	Several Months per Phase
Discern	1 hour	1-2 weeks	1-2 months
Discover	1 hour	2-3 weeks	2-3 months
Dream	1 hour	2-3 weeks	2-3 months
Design	N/A	2-3 weeks	2-3 months
Deliver	N/A	2-3 weeks	2-3 months
Debrief	N/A	1-2 weeks	1-2 months

## Some Examples of the Appreciative Approach

	<b>Problem-Focused Approach</b>	<b>Appreciative Approach</b>
<b>1. Leadership Development</b>	Focuses on identifying leadership gaps and training programs to fix them	Focuses on identifying and amplifying existing leadership strengths
<b>2. Employee Engagement</b>	Focuses on identifying problems that are causing low engagement and fixing them	Focuses on identifying strengths and building on them to increase engagement
<b>3. Performance Improvement</b>	Focuses on identifying performance gaps and implementing systems to fix them	Focuses on identifying existing strengths and building on them to improve performance
<b>4. Quality Improvement</b>	Focuses on identifying problems in the quality of products or services and implementing processes to fix them	Focuses on identifying existing strengths in quality and building on them to improve quality
<b>5. Change Management</b>	Focuses on identifying resistance to change and implementing strategies to overcome it	Focuses on identifying existing strengths and building on them to make change successful

## Suggested Appreciative Activities for Each Phase

<b>Discernment Phase</b>	<b>Discovery Phase</b>	<b>Dream</b>
<ol style="list-style-type: none"> <li>1. Build a Team</li> <li>2. Define your purpose</li> <li>3. Outline your focus area</li> <li>4. Decide your approach</li> <li>5. Understand your power</li> <li>6. Prepare for change</li> </ol>	<ol style="list-style-type: none"> <li>1. Gifts assessments</li> <li>2. Asset mapping</li> <li>3. Advice campaigns</li> <li>4. Leadership forums</li> <li>5. Community conversations</li> <li>6. Networking events</li> </ol>	<ol style="list-style-type: none"> <li>1. Brainstorming sessions</li> <li>2. Mind mapping sessions</li> <li>3. Focus groups discussions</li> <li>4. One-on-one interviews</li> <li>5. Jobs-to-be-done interviews</li> <li>6. Use design thinking tools</li> </ol>

<b>Design</b>	<b>Deliver</b>	<b>Debrief</b>
<ol style="list-style-type: none"> <li>1. Business model generator</li> <li>2. Theory of change map</li> <li>3. Logic model</li> <li>4. SWOT analysis</li> <li>5. Operating budget</li> <li>6. Gantt chart</li> </ol>	<ol style="list-style-type: none"> <li>1. Vision casting</li> <li>2. Plan PR campaign</li> <li>3. Train volunteers</li> <li>4. Coordinate logistics</li> <li>5. Prepare for feedback</li> <li>6. Implement project</li> </ol>	<ol style="list-style-type: none"> <li>1. Celebrate!</li> <li>2. Chart pains and gains</li> <li>3. Name wins and losses</li> <li>4. Collect feedback</li> <li>5. Acknowledge team efforts</li> <li>6. Plan for the future</li> </ol>