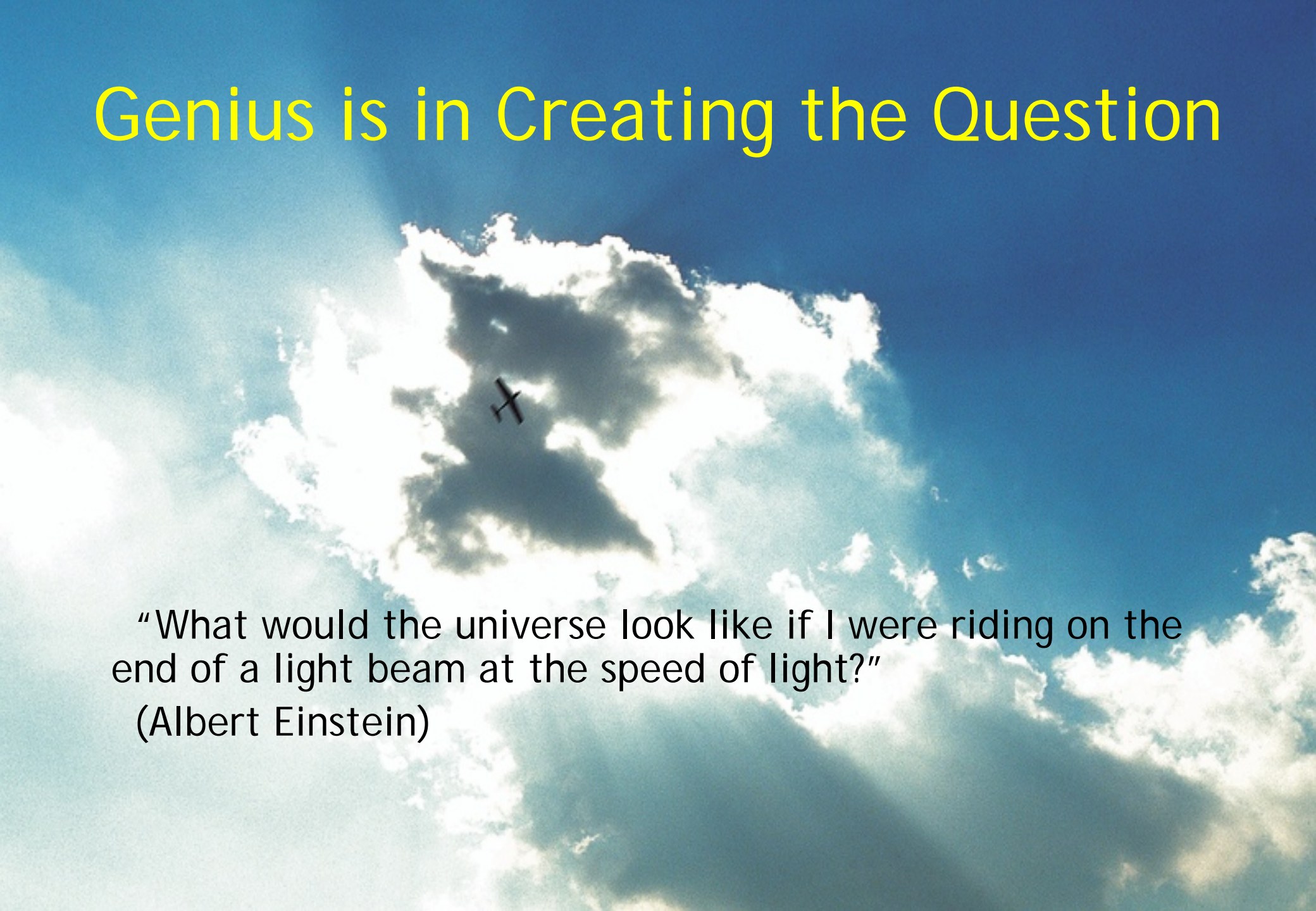


Appreciative Inquiry:

A Positive Revolution in Change

Genius is in Creating the Question



“What would the universe look like if I were riding on the end of a light beam at the speed of light?”
(Albert Einstein)

We Live in the Worlds Our Questions Create

Time to practice:

- **Craft** a question for assigned topic
- **Pilot** question with partner, then ask for appreciative feedback from group
- **List** all questions developed

“Be patient ... and try to love the questions themselves. Live the questions now. Perhaps you will then gradually, without noticing it, live along some distant day into the answer.” - Rainer Maria Rilke

Appreciative Feedback for Engaging AI Questions

Is the question...

- Stated in an affirmative tone?
- Built on a “half full assumption”?
- Giving a broad definition to the topic?
- Value “what is?”
- Spark the appreciative imagination by helping the person locate experiences worth valuing?
- Move beyond common ground and elevate conversation to higher ground?

Does the question...

- Present an expansive invitation?
- Use positive feeling words?
- Locate energizing stories?
- Enhance the possibilities of story telling and narratives?
- Encourage “rapport” talk, not report talk?
- Evoke essential values, aspirations and inspirations?
- Convey an unconditional positive regard?

What Makes AI Questions Important?

- Language: topic statements and questions
- Focus attention
- Heighten energy...drive to complete, to answer
- Every creative act
- Rapport and relationship (people are honored)
- Fulcrum change: connect to strength, imagination
- Break automatic thinking, essence of learning
- Alter internal dialogue & storytelling
- *Imagine a specific* positive future

Create “Topics” for Our Future

“Decide Today Our Aruba of Tomorrow”

- Build on initial interviews...themes, patterns
- Go beyond the data: 3-5 **transformational** topics
- Good topics are -
 - **Bold**...a stretch....beyond status quo
 - **Desired**...you want it
 - **Compelling**...potential to energize, mobilize, strategic
 - **Connect** seeming opposites (both/and)
 - **Generative** potential

What you study, GROWS

Mass-Mobilized Inquiry

Increasing positive capacity through
large group methods

AI Engages the Whole System



It gives people a voice in the co-creation of their shared future.

A Theory of Affirmative Organizing

- Organizations, communities, countries are made and imagined
- Metaphor: heliotropic hypothesis
- Healthy whole-systems =
 2:1 positively imbalanced “inner dialogue”
- Educative effect of positive imagery
- Positive image leads to positive action
- Systems do not need to be fixed
- Leadership = affirmation

Let's Imagine...

The AI "Discovery" Integration Event

- "Whole System" represented
- Task is clear
- Future focus--in historical and global perspective
- Self-management and conversations
- Focus on the common ground (not conflict management as the frame of reference)
- 1-day event/100 to 1000 participants or ???
- Uncommon action gains follow-through

Possible Results from Whole System AI

- More informed, ultimately more effective change efforts
- A critical mass of people making changes that they all believe are needed
- A total whole-system mindset
- Simultaneous change
- Change is perceived as “real work”
- Fast...entire community...strong implementation...action...unifying...spirit

SKILL-BUILDING: Facilitator Practice

Let's reflect on our time together...

In your small group, discuss your process...

- "How are you feeling right at this moment?"
- What was your level of comfort in this conversation?
- "What do you notice about your energy?"
- "What fascinated you about what we talked about?"
- "What did you notice about your partner that made it a positive experience for you?"

SKILL-BUILDING: Facilitator Practice

Let's learn how to interview...

Interviewer Guidelines

- Practice generous listening so you can access more than words
- Listen with a centered presence: present, open, connected
- Be neutral
- Be curious - ask questions to clarify, seek to understand, evoke past experiences
- Draw out positive stories of the past
- Act like a journalist - probe to get more information
- Value diverse thinking, ideas, values (nonjudgmental)
- Take notes of key points

SKILL-BUILDING: Facilitator Practice

Let me tell about this project...