What is Appreciative Inquiry?

"Appreciative Inquiry is about the co-evolutionary search for the best in people, their organizations, and the relevant world around them. In its broadest focus, it involves systematic discovery of what gives “life” to a living system when it is most alive, most effective, and most constructively capable in economic, ecological, and human terms. AI involves, in a central way, the **art and practice of asking questions** that strengthen a **system’s capacity to apprehend, anticipate, and heighten** positive potential."

- (Cooperrider & Whitney 2005, p.3)

The Appreciative Philosophy

- What we focus on becomes our reality
- In every society, organization, or group, something works.
- Reality is created in the moment; there are multiple realities.
- The act of asking questions is an intervention.
- People have more confidence and comfort to journey to the future when they carry forward parts of the past.
- It is important to value differences.
- The language we use creates our reality.
- People are motivated to act when they have a choice in what they will do.

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Preskill, H. & Tzavaras Catsambas, T. (2006). Reframing Evaluation Through Appreciative Inquiry. Thousand Oaks, CA: Sage Publications.

Hopes for your project/initiative

Individual exercise within your group

- It is 3-5 years in the future and your project/initiative has far exceeded your expectations. This project/initiative is living in the system in such a way so that its highest possible potential has been realized. You are so proud and fulfilled to be part of this work.

a. Where is it living?
b. Why are you proud of it? What are you saying about it? What are others saying about it?
c. What difference is it making? What impact is it having? On whom or what is it having an impact?

AI in Evaluation

- In your time in this program you have probably experienced some ups and downs, some high points and low points. Think about a time that stands out to you as a high point – a time in this program when you were most engaged, energized and felt that the program was really valuable for you. It might have been earlier on in the week or at some point today.
- What was going on?
- Who were the significant people involved?
- What were the most important factors of the program that helped make it a high point experience?

AI Questions - example

Example: Maui High Performance Computing Center (MHPCC) Appreciative Inquiry Organizational Survey

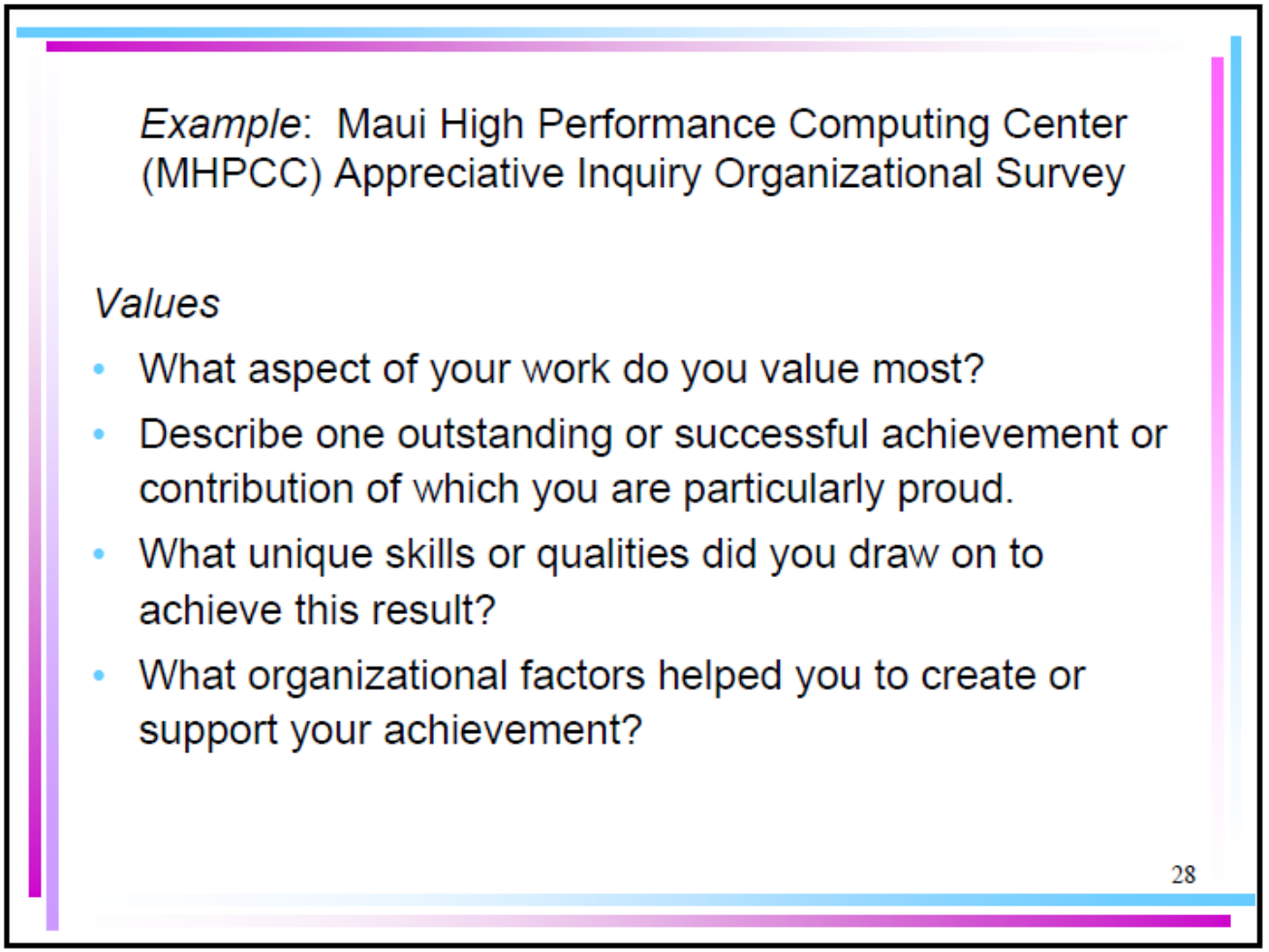
Peak Experiences: In your work here, you have probably experienced ups and downs, some high points and low points. Think about a time that stands out to you as a high point- a time when you felt most involved, most effective, most engaged. It might have been recently or some time ago.

- What was going on?
- Who were the significant people involved?
- What were the most important factors in the MHPCC that helped to make it a high-point experience? (e.g., leadership qualities, rewards, structure, relationships, skills, etc.)

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AI Questions - example



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AI Questions - example

Example: Maui High Performance Computing Center (MHPCC) Appreciative Inquiry Organizational Survey

Wishes

- What are three things we do best that you would like to see the MHPCC keep or continue doing – even as things change in the future?
- What three wishes would you make to heighten the vitality and health of the MHPCC?

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