



## *Strengthen Improve* The Appreciative Inquiry Model

### ***What is Appreciative Inquiry?***

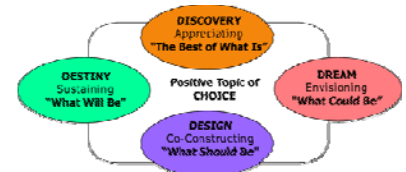
Appreciative inquiry is based on a simple premise – when you focus on the positive you get positive results. It is not a ‘Secret’ that people and organizations move in the direction of what they focus on. For example, when groups study problems and conflicts, they often find that the problems continue to grow and multiply. When we focus on achievements, best practices, and great accomplishments, these also flourish. Thus, appreciative inquiry deliberately focuses on positive questions to inspired positive action.

### ***How to Use Appreciative Inquiry***

Appreciative inquiry differs from traditional problem-solving approaches that people and organizations are fundamentally “broken” and need to be fixed. In contrast, the underlying assumption of appreciative inquiry is to not only identify potential issues but also find the treasures that reside in both people and organizations. By recognizing the great assets in an organization that are waiting to be located, affirmed, and encouraged, you create a positive and engaged culture.

### ***How the Model Works***

1. Discover and value what you do
2. Vision where you can go
3. Design in collaboration; and
4. Build the future.



**Vision where you want to be  
and build on what you do  
best.**

*I worked with (OYG) at a weekend. During my return trip home I could not stop reflecting on the information, exercises, and responses that our group experienced together.*

**Rob Patrick  
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