

Appreciative Inquiry

Maiden Speech: Tareha Te Moananui

MHR Parliamentary Debates

4th Parliament 1868

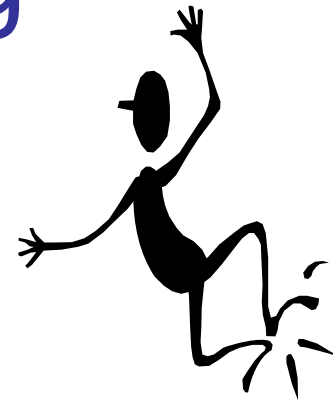
"This is the only word that has occurred to me to say, that when it is good and when it is evil that lies before you continue to do that which is good. That which is evil is not so powerful as not to be overcome by good, and that which is good is the only thing that you need spend your powers upon....."

Asking a different question

What
problems
are you
having?



What's
working
around
here?



Appreciative Inquiry

- Suggests we look for what is working in a team or organisation
- Is based on dialogue and engages everyone
- Group members create future direction themselves based on success they have experienced in the past

Appreciative Inquiry Assumptions

- In every society, organisation or group, something works
- What we focus on becomes our reality
- The act of asking questions of an organisation or group influences the group in some way

- People have more confidence and comfort to journey to the future (the unknown) when they carry forward parts of the past (the known)
- If we carry parts of the past forward they should be what was good about the past

The differences

Problem Solving Focus

- Doing less of something we do not do well

Appreciative Inquiry Focus

- Doing more of what works

The differences

Problem Solving Focus

- Identification of problem
- Analysis of causes
- Analysis of possible solutions
- Action planning

AI Focus

- Appreciating and valuing the best of “What is”
- Envisioning “What Might Be
- Dialoguing “What Should Be”
- Innovating “What will Be”

Instead of telling the golfer “Don’t hit the ball into the woods” visualise the perfect performance and say “Hit it straight down the middle”

