A BRIEF EXPLANATION OF APPRECIATIVE INQUIRY

Appreciative Inquiry (AI) according to Wikipedia is an organizational development process or philosophy that engages individuals within an organizational system in its renewal, change and focused performance.

AI is based on the assumption that *organizations change in the way they inquire* and the claim that an organization that inquires into problems or difficult situations will keep finding more of the same, but an organization that tries to appreciate what is best in itself will find/discover more and more of what is good.

Appreciative Inquiry is a particular way of asking questions and envisioning the future that fosters positive relationships and builds on the basic goodness in a person, a situation, or an organization. In so doing, it enhances a system's capacity for collaboration and change. Appreciative Inquiry utilizes a cycle of 4 processes focusing on:

1. **DISCOVER:** The identification of organizational processes that work well.
2. **DREAM:** The envisioning of processes that would work well in the future.
3. **DESIGN:** Planning and prioritizing processes that would work well.
4. **DESTINY** (or **DELIVER**): The implementation (execution) of the proposed design.

The basic idea is to build organizations around what works, rather than trying to fix what doesn't. It is the opposite of problem solving. Instead of focusing on gaps and inadequacies to remediate skills or practices, AI focuses on how to create more of the exceptional performance that is occurring when a core of strengths is aligned.

Appreciative Inquiry opens the door to a universe of possibilities, since the work doesn't stop when a particular problem is solved but rather focuses on "What is the best we can be?" The approach acknowledges the contribution of individuals, in order to increase trust and organizational alignment. The method aims to create meaning by drawing from stories of concrete successes and lends itself to cross-industrial social activities.

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