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## Reading Materials for Appreciative Inquiry

**What is Appreciative Inquiry?** Appreciative Inquiry is about searching for the best in people, their organizations, and the world around them. It involves a systematic discovery of what gives “life” to a living system when it is most alive and successful. AI includes asking questions that strengthen a system’s capacity to apprehend, anticipate, and heighten positive potential and success. In Appreciative Inquiry the difficult undertaking of intervention turns into the use of imagination and innovation. Instead of negation, criticism, and spiraling diagnosis, there is discovery, vision, and design.

Appreciative Inquiry aims to build a constructive relationship between the people who are introducing a new initiative and the rest of the community. Rather than starting with criticisms and problems, the organizers will try to discover the positive things about the history and activities in the community, including:

- Achievements
- Assets
- Unexplored potentials
- Innovations, strengths
- Elevated thoughts
- Opportunities, benchmarks
- High point moments
- Lived values
- Traditions
- Strategic competencies
- Stories
- Expressions of wisdom
- Insights into the deeper corporate spirit or soul and
- Visions of valued and possible futures

AI seeks to work from accounts of this “positive change foundation,” and it assumes that every living system has many untapped, rich and inspiring accounts of the positive. The energy and potential of this approach enables new ideas and directions even in communities where people thought they’d never change.

### **Reading Materials**

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Appreciative Inquiry: <http://www.new-paradigm.co.uk/Appreciative.htm>

Appreciative Inquiry: [http://www.managementhelp.org/commskls/appr\\_inq/appr\\_inq.htm](http://www.managementhelp.org/commskls/appr_inq/appr_inq.htm)

Appreciative Inquiry and Community Development: <http://www.iisd.org/ai/>

Center for Appreciative Inquiry: <http://www.centerforappreciativeinquiry.net/>

Appreciative Inquiry Canada: <http://www.appreciativeinquiry.ca/>

Appreciative Inquiry and the Quest: <http://www.appreciative-inquiry.org/>

Appreciative Inquiry Consulting: <http://www.aiconsulting.org/>

IISD: International Institute for Sustainable Development: Publication: The Positive Path: Using Appreciative Inquiry in Rural Indian Communities.

<http://www.iisd.org/publications/pub.aspx?id=304>

Corporation for Positive Change: <http://www.positivechange.org/appreciative-inquiry.html>