

## APPRECIATIVE INQUIRY

The practice of Appreciative Inquiry has evolved over the past decade as an effective method for discovering individual and group inspiration, developing shared vision, and solving problems through the process of reframing problems as potential opportunities.

Here is a review of the basic steps, which can easily be applied in an interview with an individual or in working with groups.

### ***1. Key Experience***

Identify a personal experience that stands out in your mind as being particularly positive, in the sense of being synchronized, potent, personally meaningful or inspiring. It could be a significant experience or something quite subtle, perhaps one that you have not thought about for a long time.

### ***2. Conditions***

Identify the conditions that existed when this experience took place.

### ***3. Your Role***

Identify your role, whatever may have contributed to the experience.

### ***4. Learning***

What can you take from your exploration of this experience, the existing condition and your part in it?  
How can this insight be applied to the current issues being addressed?.

This method can be used in many applications, and is particularly appropriate for counsellors who are seeking to understand their clients more fully and help them recognize and tap their personal sources of inspiration.