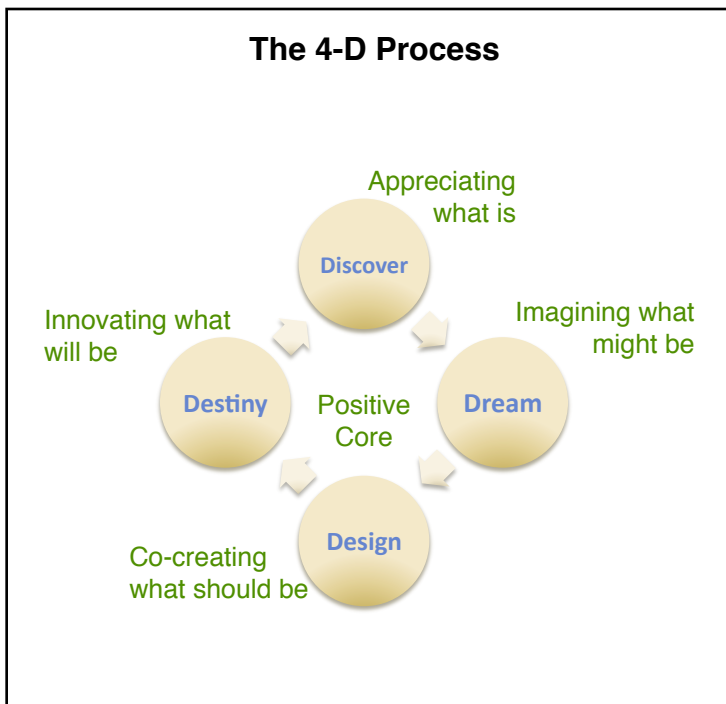




**Appreciative Inquiry (AI)** is a

- Change strategy that identifies the best of “*what is*” to pursue dreams and possibilities of “*what could be*”
- Cooperative search for strengths, passions and life-giving forces that are found within every system and that hold potential for inspired, positive change  
~ Cooperrider & Srivastva, 1987



**Big Ideas**

- Something works in every community.
- What we focus on becomes our reality.
- A focus on what works and is desired is more energizing than a focus on what is wrong.
- The questions we ask influence what we find.
- The act of asking questions is a change strategy.
- Reality is open for interpretation; how we choose to interpret it is fateful.

**AI is generative;  
it opens up possibilities.**

**How AI Differs from Traditional Problem Solving**

Problem Solving	Appreciative Inquiry
“Felt Need” Identification of the Problem	Appreciating and valuing the best of “what is”
Analysis of causes	Imagining “what might be”
Analysis and possible solutions	Co-creating “what should be”
Action Planning (Intervention)	Innovating “what will be”
Basic Assumption: An organization is a problem to be solved	Basic Assumption: An organization is a mystery to be embraced