





1. Introduction

Introduction to Appreciative Inquiry

At its heart, integration is about relating and working in a different way with people to achieve the outcomes that matter to them.

Appreciative Inquiry

Space

It is critical that we relate and work with each other in a way that models and mirrors this difference.

Safe

Permission

The health and social care workforce should be supported to feel engaged with the work you do and to continuously improve the information, support, care and treatment you provide.

Valued contribution

Appreciative Inquiry

It is a way of looking at organisation change.

Focuses on doing more of **what is already working** rather than focusing on fixing problems.

It mobilises change by focusing on strengths.

Uses those strengths to reshape the future





Appreciative Inquiry

Appreciative Inquiry is a means to create the space and conditions so we can make a difference. In doing so it activates and engages us by using our own experiential evidence from practice as a way to inspire us to take action.

Deficit based problem solving

- > Begins with critique of failure.
- Diagnosis of problem from detached viewpoint
- > Focus on cause of problem.
- > Move away from problems.
- > Encourages defensive behaviour.
- > Assumes organisations are sets of problems to be overcome.

Appreciative Inquiry

- Begins with recognising success.
- Looking at what's working well as a participant.
- > Focus on organisation at its best.
- > Move towards the best future.
- Encourages openness.
- > Assumes organisations are sources of creativity and innovation.

Sound familiar...?

Action learning

Strengths based

Coaching

Solution focused

Assets

Adaptive leadership

PERSONAL OUTCOMES





Appreciative Inquiry

- > In every group or organisation, something works well.
- Looking for what works well and doing more of it is more effective and motivating than looking for what doesn't work and doing less of it.
- > What we focus on becomes our reality and absorbs our energy.
- > The language we use to describe reality helps create that reality.
- > The questions we ask influences us and the direction of travel.
- > People have more confidence and comfort to journey to the future when they take the best parts of the past with them.

Talking Points Practice Guide (2012)

