

# THE METHODOLOGY OF "The Appreciative Inquiry"

Appreciative inquiry is a proven process that allows any group to find out what works, create an ideal vision for the group, and design a way to do it together. It identifies the strengths of a group and then pushes them to develop ways to capitalize on those strengths. With this way of thinking, a group of students can find unique solutions to challenges instead of focusing on them, then.

How is appreciative inquiry taught?



Everything revolves around these 4 steps.

## DISCOVER



- The first phase of the appreciative survey is to discover what works, a group can do this by creating a list of the highlights of its history. When did he feel most energetic and effective? What were the moments of great joy?
- The important part of this phase is that the group focuses on the positive, when a person shares a story about a personal success, the rest of the group must validate this achievement. In this way, individual appreciation becomes a collective appreciation. In the discovery phase, you and your group build a list of strengths, but you also build relationships, you think about past achievements, and you realize the successes.

## DREAM



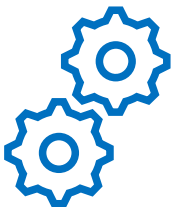
- Once you and your group have discovered your successes, it's time to dream about what's possible. This is really where the appreciative inquiry depends on the collective creativity of the group. Given all the successes of the group, ask yourself what it could do to you if there were still improvements?
- The dream phase really depends on the group's excitement about what is possible. What does the ideal education look like for everyone? What does the ideal education look like for you as a teacher, administrator, facilitator...? How could these changes improve the whole school, the community, even the world?

## DESIGN



- Now is the time to get out of the dream and make it a reality. As your vision of education becomes more concrete, you and your group must design concrete actions that will move you towards your collective vision of ideal education.
- During the design phase, we encourage you and your participants to think about ways to work in groups to think about different areas and achieve your vision of the dream phase.

## DELIVER



- The final step in the appreciative survey is when you and your participants engage in the aspirations on which you have agreed. The key here is to maintain the energy and inspiration you have accumulated during the discovery and dream phases. During this phase, it is useful to categorize some of the actionable elements you developed during the design phase.
- During this final phase, you will learn, adjust and improvise continuously, focusing on your strengths and your collective vision of the future, it is a continuous process that will inevitably bring you back to the beginning. You can then develop new dreams and design revised processes.

**The forces-based approach of appreciative inquiry has been shown to “increase positive feelings, positive conversational relationships, and make generative thinking and action more likely” (Bushe, 2007). With your group, you will learn to approach learning as a collaborative process where everyone has a say in how things are done. The appreciative survey offers us the opportunity to truly collaborate for a better future within the class and beyond.**