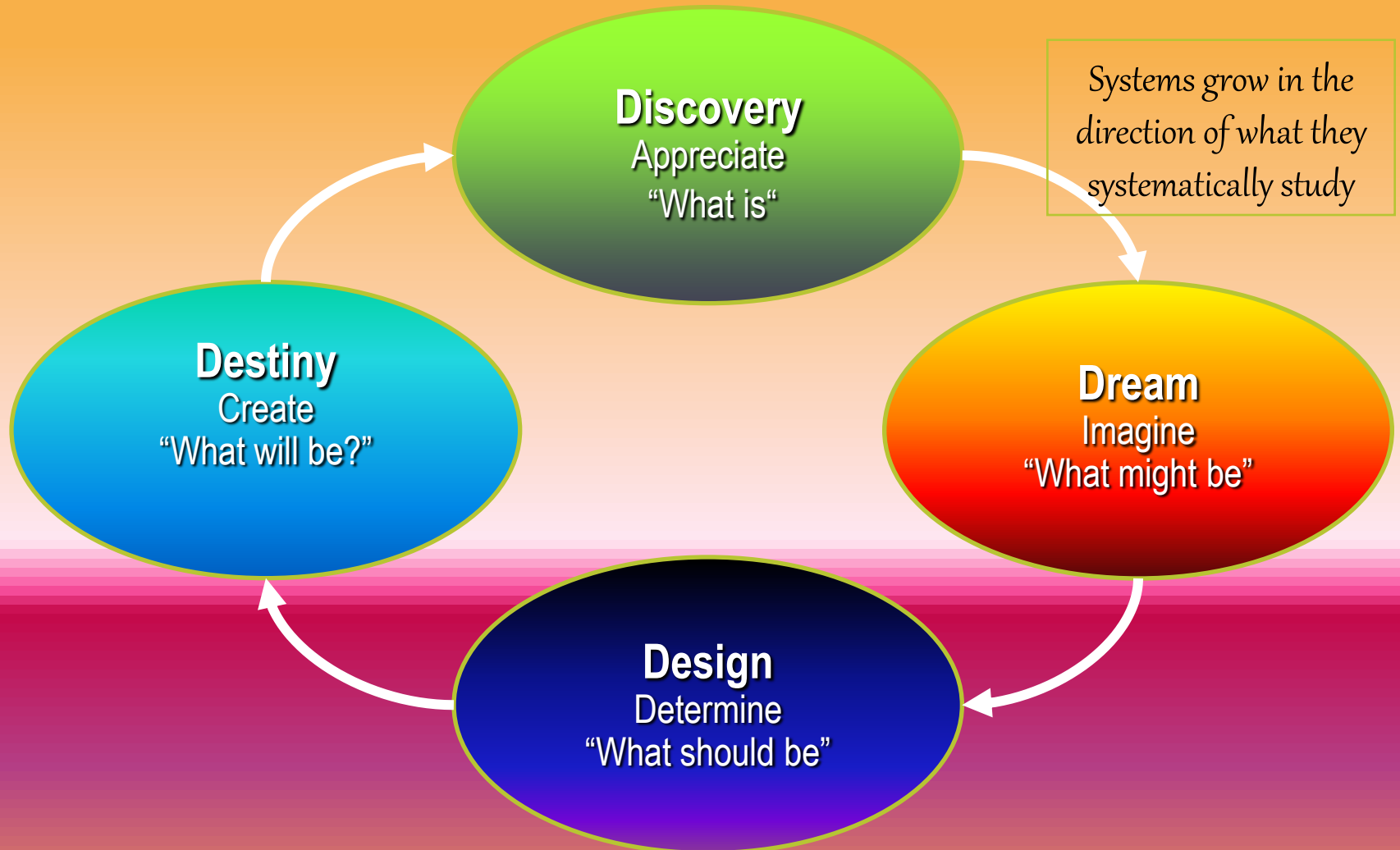


Appreciative Inquiry: the 4-D Cycle



Why Appreciative Inquiry?

- *Developed from established theories.*
- *Grounded in reality.*
- *Inclusive: values all levels equally; stakeholder driven.*
- *Focus on existing strengths, not problems.*
- *Offers opportunity for personal growth .*
- *Generates higher expectations.*

It's about:

- Good questions (positive, unconditional, allow for ambiguity, 'how' not 'why')
- Active listening
- Accurate recording
- Being appreciative