

# APPRECIATIVE INQUIRY GROUNDING STATEMENTS

What we focus on grows and expands

We are the experts of our own experience,  
and one expert among many

Curious questions are an action in themselves

We can't change other people, and by changing ourselves others may  
respond differently

Stories are the heart & soul of an organisation and help us to learn  
what we care about

Words create worlds

We work with people rather than on people

## **The Overarching Approach- Appreciative Inquiry:**

Developed by David Cooperrider in the US in the 1980's- Appreciative Inquiry was first used in the area of organisational development- as a means by which to move away from the narrative in organisations of only talking about what is wrong/not working.

It has since been used across a whole range of settings for research, evaluation and cultural development work.

Appreciative Inquiry can be described as a mindset or way of being- that informs how we think, act and interact.

The mindset or way of being in Appreciative Inquiry is focused on being really curious about what is working well (and doing a deeper dive into what is helping it to work well), alongside being keen to learn about what people value and care about. Appreciative Inquiry is not about ignoring what isn't working, or what is difficult- it comes at these topics or situations from the angle of believing that the clues for the best way forward can be found when there is a genuine desire to 'be in it together and keen to learn' with and from others.

The style of working when adapting an Appreciative Inquiry way of being is to operate with humility and hopefulness- to be open to sharing your own humanness and to seek out and really value other people's expertise.