



Appreciative Inquiry

Learn Now Guide



Learn on your own

- **Change negative communication to positive, future-thinking communication** by watching [What is Appreciative Inquiry \(AI\)?](#) (Note: Please stop the video at 1 minute and 16 seconds. The ending is a commercial for the company.)
- **Improve your decision-making skills** by reviewing the article "[Appreciative Inquiry - Overview of Method, Principles, and Applications.](#)"
- **Get more feedback from your team/staff by asking the "right" questions.** Download this PDF from Co-Active Coaching on [Powerful Questions](#). Review them often so you will have them ready during the next opportune conversation.



Learn from others

- **Increase trust, build meaningful relationships, and resolve difficult issues** by actively listening and asking powerful questions. Use some of the questions from the [Powerful Questions](#) list.
- **Improve your communication skills** by asking your team or a trusted co-worker to hold you accountable to communicate positive, future-oriented messages and to listen to ensure that you are asking powerful questions.



Learn by doing

- **Break away from the standard way of doing things.** Many times things are done because "that's the way they have always been done." Ask yourself if those practices are currently in place. Use AI to innovate.
- **Dare to dream.** During team meetings, ask the AI powerful questions, "What could we do if there were no limits?" and "What would it take to get there?" Let them dream, and dream with them¹. As Confucius said, "If you shoot for the stars and hit the moon, it's OK. But you've got to shoot for something. A lot of people don't even shoot."

¹ If you need more information on how to do this, review the article on "[How to Do Appreciative Inquiry Team Building.](#)"