

## Appreciative Inquiry The Philosophy

Appreciative Inquiry is an articulated theory that rationalizes and reinforces the habit of mind that moves through the world in a generative frame seeking and finding images of the possible rather than scenes of disaster and despair.

*Jane Magruder Watkins*

If you want to build a ship, then don't drum up men to gather wood, give orders, and divide the work. Rather, teach them to yearn for the far and endless sea.

*Antoine de Saint-Exupery*

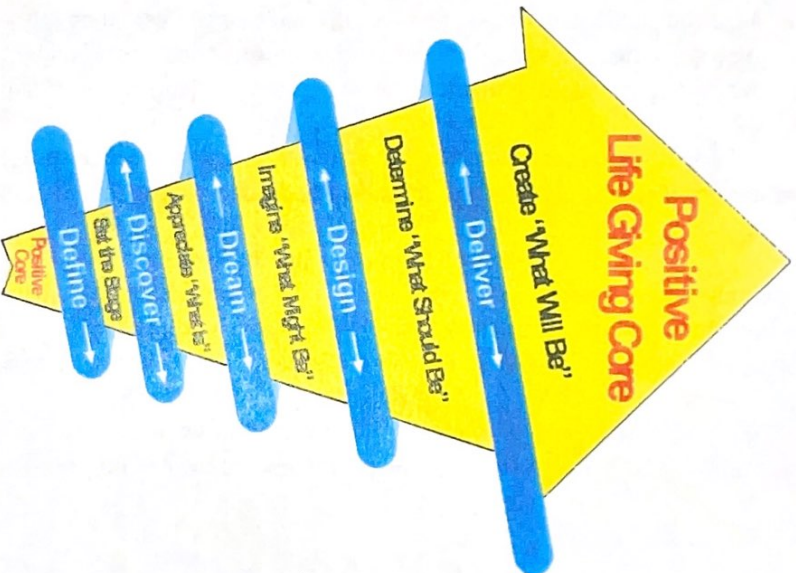
You cannot solve a problem from the mindset that created it.

*Albert Einstein*

All the greatest and most important problems of life are fundamentally insoluble... They can never be solved, but only outgrown. This "outgrowing" proves on further investigation to require a new level of consciousness. Some higher or wider interest appeared on the horizon and through the broadening of outlook the insoluble problem lost its urgency. It was not solved logically in its own terms but faded when confronted with a new and stronger life urge.

*Carl Jung*

## Appreciative Inquiry The Model



## Appreciative Inquiry The Process

More than a method or technique, the appreciative mode of inquiry is a means of living with, being with and directly participating in the life of a human system in a way that compels one to inquire into the deeper life-generating essentials and potentials of organizational existence.

*David Cooperrider*

### The Five Phases

**5: Deliver**  
Doing Christ's Work in the World.  
Co-creating a sustainable, preferred future.  
Who, What, When, Where, How?  
*Innovating What Will Be.*

**4: Design**  
Aligning values, structures and mission with the ideal.  
Developing achievable plans and steps to make the vision a reality.  
*Dialoguing What Should Be*

**3: Dream**  
What is God and the community calling us to be?  
What would our church look like in 5 years time?  
Developing common images of the future.  
*Visioning the Ideal*

**2: Discover**  
What in God's name is going on in your church?  
Interview process and gathering of life-giving experience within congregation.  
*Valuing the Best of What Is*

**1: Define**  
Awareness of the need for development.  
Preparing for an appreciative process.  
*Committing to the positive*

## The Appreciative Inquiry 5D Spiral of Development

An iterative, generative, process that uses collaborative inquiry and strategic visioning to unleash the positive energy within the Church to enable Christ's work to be done in the World

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