

APPRECIATIVE INQUIRY I MODEL

Problem and deficiency thinking	Potential and value thinking
Focus on problems, errors and omissions	Focus on (resources, values and desires
<u>To solve the problem:</u> 1. Identify problem 2. Analyse causes 3. Find possible solutions 4. Action plan	<u>To create the future :</u> 1. Identify what works well. 2. Create visions for future 3. Plan and prioritize processes 4. Execution on proposed design
⇒ Problem solving	⇒ Resource development

Summary by TANIA ELLIS - The Social Business Company®



TRADITIONAL VS APPRECIATIVE

Traditional approach	Appreciative approach
Search for mistakes	Search for opportunities
Search for causes of a problem	Search for solutions
Critical attitude	Positive attitude
Focus on what is missing	Focus on what there is
Focus on change	Focus on resources
Skepticism and suspicion	Confidence
Focus on what we want to avoid	Focus on what we wish

Summary of Bjarne Kousholt, Forandringsledelse, Akademisk Forlag, 2021