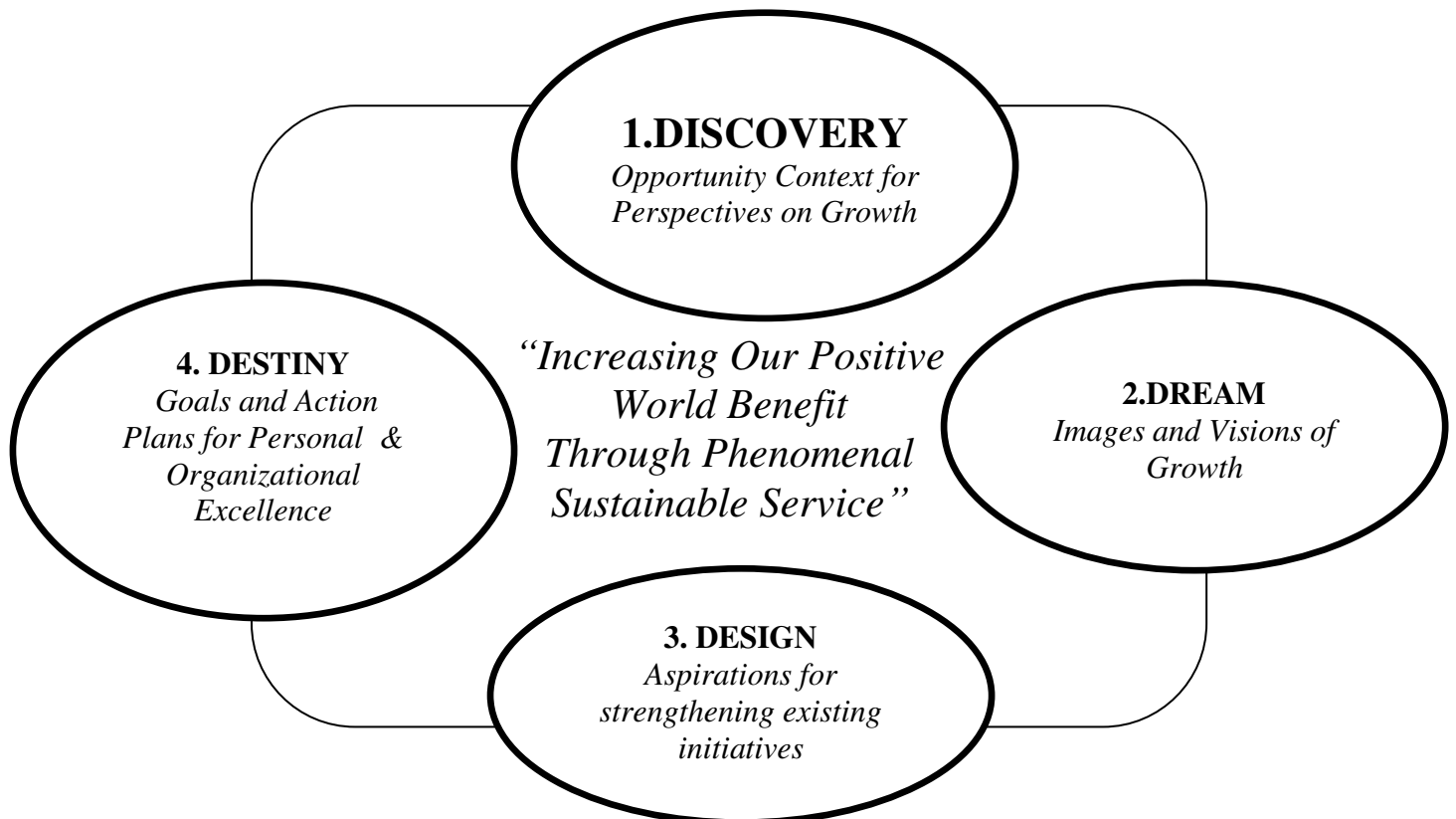


# High Performance Revolutionary Workplace

## Appreciative Inquiry Interview Activity Guide



### What is an “Appreciative Inquiry” (AI) Team Building?

**APPRECIATIVE INQUIRY (AI)** – To **Appreciate** means to value – to understand those things of value worth valuing. To **Inquire** means to study, to ask questions, to search. **AI** is, therefore, a collaborative search to identify and understand the organization’s and individual’s strengths, its potentials, the greatest opportunities, and people’s hopes for the future.

The **WHOLE SYSTEM** participates – a cross-section of as many parties as is practical. That means more diversity and less hierarchy than is usual in a working meeting, and **a chance for each person to be heard** and to learn other ways of looking at the task at hand.

**Future scenarios:** For an organization, community, or team, issues are put into **HISTORICAL** and **GLOBAL** perspective. That means thinking globally together before acting locally. This enhances shared understanding and greater commitment to act. It also increases the range of potential actions.

**COMMON GROUND & NARRATIVE RICH INTERACTION** rather than “conflict management,” or negotiation as the frame of reference. That means honoring our differences rather than having to reconcile them, and searching for common meanings. Directions in the stories honor and connect us to our “history as positive possibility”

**INSPIRED ACTION ON BEHALF OF THE WHOLE** – Because the “whole system” is involved it is easier to make more rapid decisions (If leadership allows), and to make commitments to action in a public way – in an open way that everyone can support and help make happen. The movement to action is guided by internal inspiration, shared-leadership, and voluntary initiative. People work on what they share a passion about, what they most care about and believe will make the difference. Real change begins with the simple act of people acting on what they care about, in the context of a shared vision that matters.

## **INTERVIEWS / CONVERSATIONS IN PAIRS**

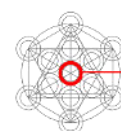
### **DIRECTIONS**

- *Select an interview partner (anyone from your team) you do not know very well, or someone you would like to know better.*
- *Interview your partner for 20-30 minutes and then allow your partner to interview you.*
- *Read the questions (1-5) aloud to one another. Use them as a guide for a positive interview.*
- *Interviewer - Take careful notes while actively listening. (this information will be used at the team building) Let the other person TALK – You LISTEN.*
- *Allow space for thinking/ silence.*
- *Encourage the story's richness by asking constructive questions – like “and what else...”*
- *There are no “right” answers. Be open, honest, authentic, and speak from your heart.*
- *Relax, Trust the process, and have fun!*
- *Please do at least 2 Interviews by the time we get together for the Leadership Building.*
- *Run the interview and complete the interviews response on the following GUIDE.*
- *The goal is to focus on your POSITIVE PAST experiences.*

***Umuntu ngumuntu ngabantu***  
***A person is a person through others***

***Motho ke motho ka batho bang***  
***I am... because... we are***

***Consciously Constructive***  
***People\* - Planet – Profit***



**Appreciative Inquiry Interview Guide**

Opening Conversation in PAIRS

**Discovery: Articulating & Expanding the Positive Core at YOURCO**

Note: Please take brief notes, and use your skills as an interviewer as you actively listen and go deeper into your partner’s experiences, visions and stories.

Person being interviewed: \_\_\_\_\_ by Whom: \_\_\_\_\_

**Question # 1 - High Point Leadership Experience**

Tell me about a really **positive experience, anywhere, with a GREAT leader (ANYWHERE)** :- a time when you felt most effective, alive, most engaged, energized, respected, valued, or really proud?

**A** Please share the story...what happened? When? Where? Your Feelings? Any Challenges? Insights? Wisdom?

---

---

---

---

What was it about the Leader, and the others around you, that made it a high-point/s? What did the LEADER DO, or Say, SPECIFICALLY, to make it a positive experience for you?

---

---

---

---

**B.** “Without being humble, what do you VALUE most about YOURSELF, as a human being, a citizen, a parent, a spouse, a friend, and a LEADER?”

---

---

---

---

**C.** Based on this story & others like it, if we now had a conversation with people, who know you very well, and we asked them to **share YOUR 3 best qualities, what would they tell us?**

---

---

---

---



## Discovery: Articulating the Positive Core of YOURCO

### Question #2 – Tell me what VALUE you bring as a Team Member to YOURCO

- A. What specific skills, abilities, knowledge, experience, positive mindset, attitudes, and impacts, do you bring to YOURCO and our people?

---

---

---

---

- B. How can this ADD VALUE to the people, planet, & profits at YOURCO, and what we do here?

---

---

---

---

- C. What are 3 HOPES / GOALS you have for this forthcoming High Performance Teams process?

---

---

---

---

- D. What 3 positive changes will transform our people & team, into a **High Performance Workplace**?

---

---

---

- E. What's 1 Thing we can do differently now, to start creating a really great workplace? What info do you need to make the best decision?

---

---

## **Discovery: Articulating the Positive Core of YOURCO**

### **Question #3: YOURCO in 2024 – Imagine new possibilities**

Imagine that you fell fast-asleep and somehow the world went fast-forward to 2024. On awakening You realize instantly that something dramatic has happened. There are cars in the parking lot that look nothing like the ones parked there this morning. The buildings have changed. To your enormous relief, the country and company has changed in all of the positive ways you would most like it to be.

#### ***Describe this new better 2024 world in 4 ways:***

1. *The significant events in the Country.*

---

---

---

---

2. *Positive changes among our staff, managers, and leaders*

---

---

---

---

3. *Positive changes within YOURCO: in the way we operate, in where we operate, in the in the services/products we provide, in the way we treat people. How is YOURCO better, and a GREAT place to work?*

---

---

---

---

4. *Positive Changes in you? What is your personal life like? In what ways are you happier with yourself, your work, and your out-of-work life?*

---

---

---

---

5. *What's the 1 BIG goal you have for yourself for 2024?*

---

---

**Thank your partner and swap over the roles.**

