

“The 5 Phases” of Appreciative Inquiry (AI)

(The 5 core processes of AI)

First: Choose an approach that REFRAMES issues, problems and conflicts in terms of possibilities thinking. Use the 5 Phases to sort out strengths and design action plans.

- 1. Inquire - Dialogue: What are STRENGTHS in the current system that we want? List the things we APPRECIATE that are needed future development.**
- 2. Inspire – Discover: *Tell some POSITIVE stories about how we have a meaningful impact on peoples lives; ...sort out patterns, trends, values and beliefs. Identify any “ELEPHANTS” or “ANTS” Outline any big conflicts, issues or problems we don’t usually talk about,...REFRAME into positive goals.**
- 3. Imagine – Dream: Outline an ideal or perfect place to be...what it looks & feels like. List 3 - 5 BIG IDEAS or new capacities that need to be developed.**
- 4. Innovate - Design: For each BIG IDEA, develop a provocative vision statement (Goal) to energize some direct action for growth. THINK creatively. Design some PDLR (Plan – Do – Learn – Reframe) pilot project(s). Let users test-out the ideas to learn what works. REFRAME as needed.**
- 5. Implement - Deliver: What new goals, objectives, strategies, behaviors and processes grow out of the PDLR pilot tests? Explore creative ways to shift team thinking. Develop Action Plans and implement new projects or processes based on what’s learned in the pilot testing. REFRAME as necessary.**