Exercise #1 - QUESTIONS FOR AN APPRECIATIVE INTERVIEW

Some examples of questions that can be used to start an appreciative interview are listed below. These have proven to be effective with individuals and with groups of varying size:

1. Identify a time in your experience with your organization when you felt most effective and engaged. Describe this. How did you feel? What made this situation possible?

2. What is your value to the organization? In what ways do you contribute your best? What are your strengths?

3. What do you appreciate most about your unit as an organization? In what ways does it excel?

4. What are the three or four most important aspirations for the future of this department? What are the key components for its vision?

5. What are some sources of pride for you in your work?

6. Describe a leader who has influenced you. What did that person do? How did that person interact with you? Describe some specific instances in which you experienced this influence.

7. Think of a time when you felt especially creative. Describe what you were doing, what you were thinking, and what you were feeling.

8. Tell me about a peak experience in your professional work. What was it about your situation, organization, colleagues, or yourself that enabled this to occur?

Now, compose a few of your own questions on the back of this sheet.