



# Appreciative Inquiry





## Ap-pre'ci-ate, v.

1. valuing; the act of recognizing the best in people or the world around us; affirming past and present strengths, successes, and potentials; to perceive those things that give life (health, vitality, excellence) to living systems

2. to increase in value, e.g. the economy has appreciated in value.

Synonyms: VALUING, PRIZING, ESTEEMING, and HONORING.

## In-quire' (kwir), v.,

1. the act of exploration and discovery.

2. To ask questions; to be open to seeing new potentials and possibilities.

Synonyms: DISCOVERY, SEARCH, and SYSTEMATIC EXPLORATION, STUDY.

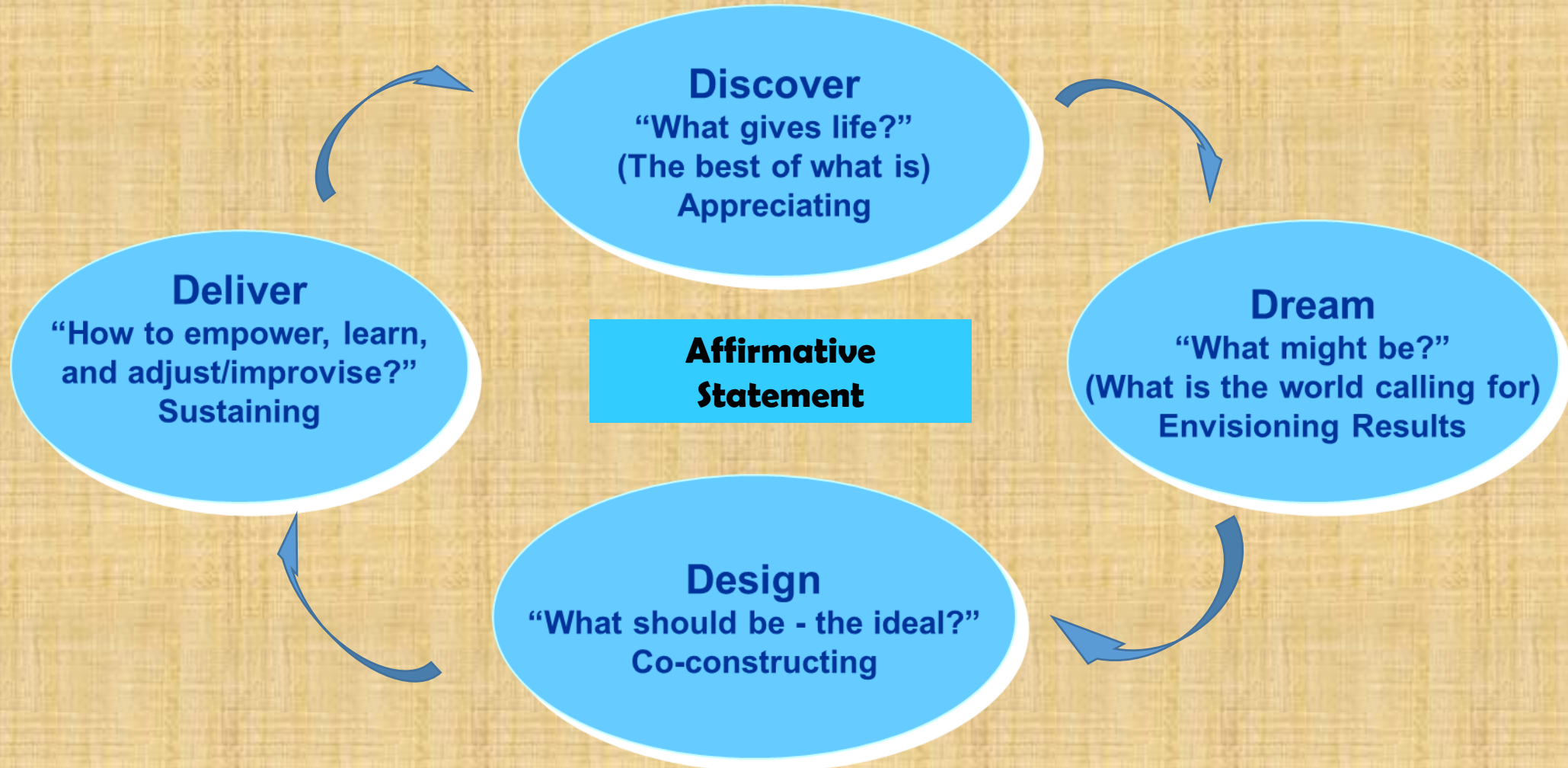


# Positive Change Method

- Focuses on the **strength** of the community;
- Fosters strategies that identify the **best of “WHAT IS”**.
- Pursues the possibilities of **“WHAT COULD BE”**.



# 4 D Cycle





# **AFFIRMATIVE STATEMENT**

Select focus area or topic(s) of interest  
(capacity building, community awareness,  
technology, resource acquisition, etc.)

# **GUAM DEPARTMENT OF EDUCATION LIBRARY MISSION**

**The library's mission is to provide information in a variety of format, teach the skills to use them, and instill a desire in students to read and explore, as lifelong learners.**

# **AFFIRMATIVE STATEMENT**

**Strengthening our capacity as a library community to provide and build the skills for our students to become lifelong learners**

# DISCOVERY PHASE

Conduct focus sessions designed to discover strengths, passions, unique attributes of the organization at its best. What achievements of your organization are you proud of.

*“What is already working!!”*

Storytelling



# **STORYTELLING**

**What achievements of your organization  
are you proud of?**

**“What is already working!!”**

# DREAM PHASE

Identify patterns, themes and/or intriguing possibilities.

What do you envision the organization and the possibilities of what it could be.

If you have three wishes for your organization, what would they be.

As part of the “Dream” stage, we take the best of what currently happens and determine the circumstances that made that possible. We then write one or more “provocative propositions” which describe the idealized future in which the best happens all the time, and serve as a reminder to focus on it.



# **WISHFUL THINKING**

**Write at least three “provocative” wishes for the department-wide library community.**

**The possibilities of what could be!!**

# **DESIGN PHASE**

Co-determine "what should be"  
(consensus re: principles & priorities)



# **DELIVERY PHASE**

**Engage** with your community to implement strategies/objectives.

**Empower** your stakeholders and the community.

**Expectations** are shared.

# Si Yu'os Ma'åse

