

Tool 27: Appreciative inquiry

Appreciative inquiry is an approach that enables us to learn from what has gone well by seeking to understand the factors that caused things to go well. It involves identifying good work and then analysing it. (Elliott 2015)

This tool enables you to build on what is good in your work using an appreciative inquiry method.

You can use this tool in individual or group supervision to have a reflective discussion about practice. From this, good examples can be shared and learning can be fed into the organisation about what supports good practice. The tool supports individual and organisational improvement.

Elicit – identify a piece of good work to talk about

- > Can you tell me about a piece of practice you feel proud of?

Amplify – explore what enabled this work to go well

- > Who did what, where and when?

- > What happened that made this piece of work important?

- > What made this different? How did you make this happen? What else did you do?

Reflect – consider what was most significant in this work

- > When you think about this piece of work what was the most important thing you learnt?

- > What is the thing you feel proudest about in this situation?

Start over – Look again at the practice to identify other important details

- > Can you tell me more about...?