A vertical red bar on the left side of the slide, featuring several overlapping white circles of varying sizes.

We don't have to agree with each other in order to think well together. There is no need for us to be joined at the head. We are already joined by our human hearts.

- Margaret Wheatley

Appreciative Inquiry in a time of disruption and change



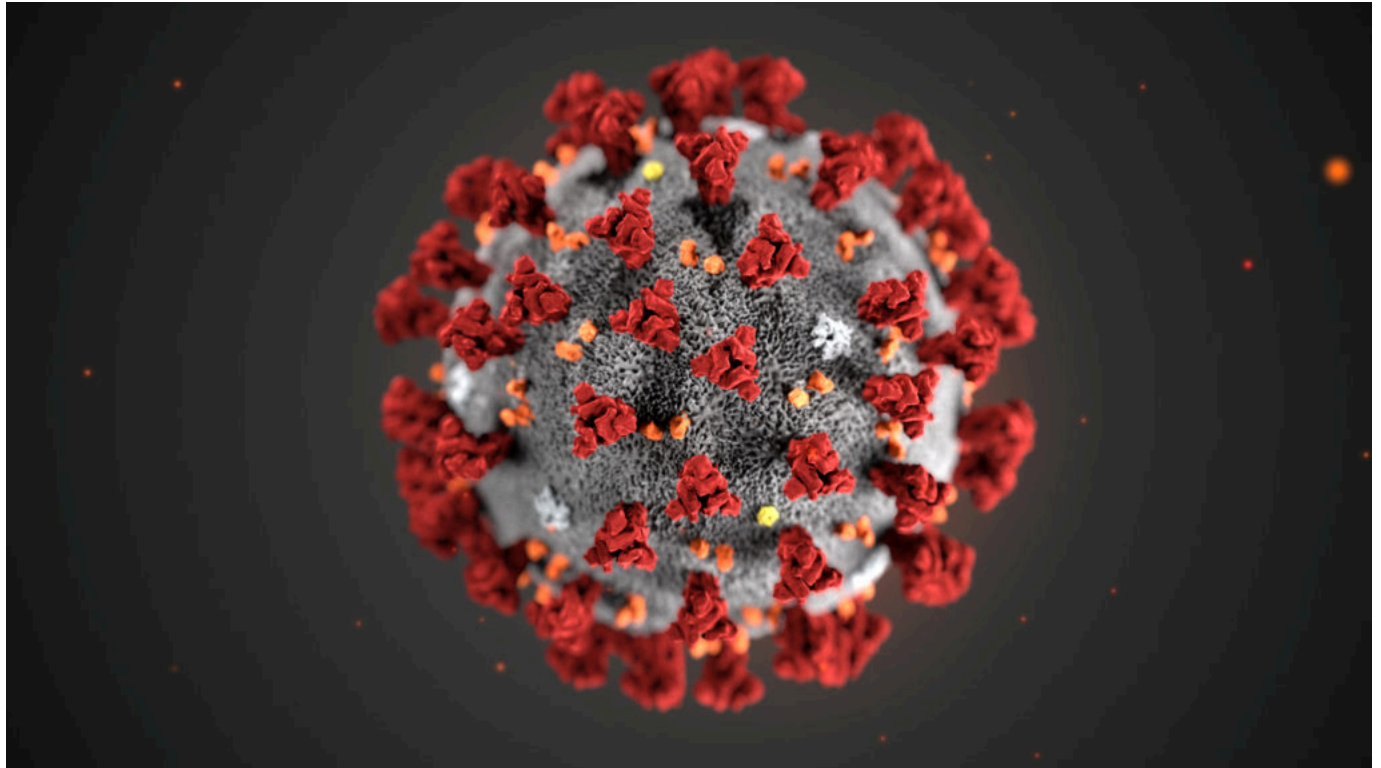
Its easy to be appreciative
when life is good



More of a stretch when life if
challenging



During times of crisis, when resources become depleted, it is most difficult to stay focused on hope and what we value





During a time of disruption and change we become acutely aware that every action we take creates ripples in the lives of others



**THE QUESTIONS WE
ASK BECOME FATEFUL**

What questions are you asking?

- Where are you finding joy during this time?
- What should I do?
- Who can I help?
- Who can I trust?
- What is true?
- What does courage look like?
- How are we all connected?
- What do I value most?
- Am I using my strengths to be my best self?

Cultivate Your Strengths



Character Strengths Emerge from Adversity

WISDOM AND KNOWLEDGE

1. CREATIVITY
2. CURIOSITY
3. JUDGMENT & OPEN-MINDEDNESS
4. LOVE OF LEARNING
5. PERSPECTIVE

COURAGE

1. BRAVERY
2. PERSEVERANCE
3. HONESTY
4. ZEST

HUMANITY

1. CAPACITY TO LOVE AND BE LOVED
2. KINDNESS
3. SOCIAL INTELLIGENCE

JUSTICE

1. TEAMWORK
2. FAIRNESS
3. LEADERSHIP

TEMPERANCE

1. FORGIVENESS & MERCY
2. MODESTY & HUMILITY
3. PRUDENCE
4. SELF-REGULATION

TRANSCENDENCE

1. APPRECIATION OF BEAUTY AND EXCELLENCE
2. GRATITUDE
3. HOPE
4. HUMOR
5. RELIGIOUSNESS & SPIRITUALITY



courage

- Courage is a quality of mind and spirit that enables a person to face difficulty in the face of opposition
- Everyone's version of courage is different
- Step out of your comfort zone and be bold

empathy

- No one has the right answer
- Spend time asking the right questions and de-emphasize the right answer
- *"When I was young, I used to admire intelligent people; as I grow older, I admire kind people."*

Abraham Joshua Heschel

humility

- Unprecedented means uncharted
We are all making our way forward together
- We are all not-knowing

Take a minute to share in turn:

- Where have you seen strength and goodness?
- Where have you seen people or organizations bringing out their best?
- Where have you found joy?

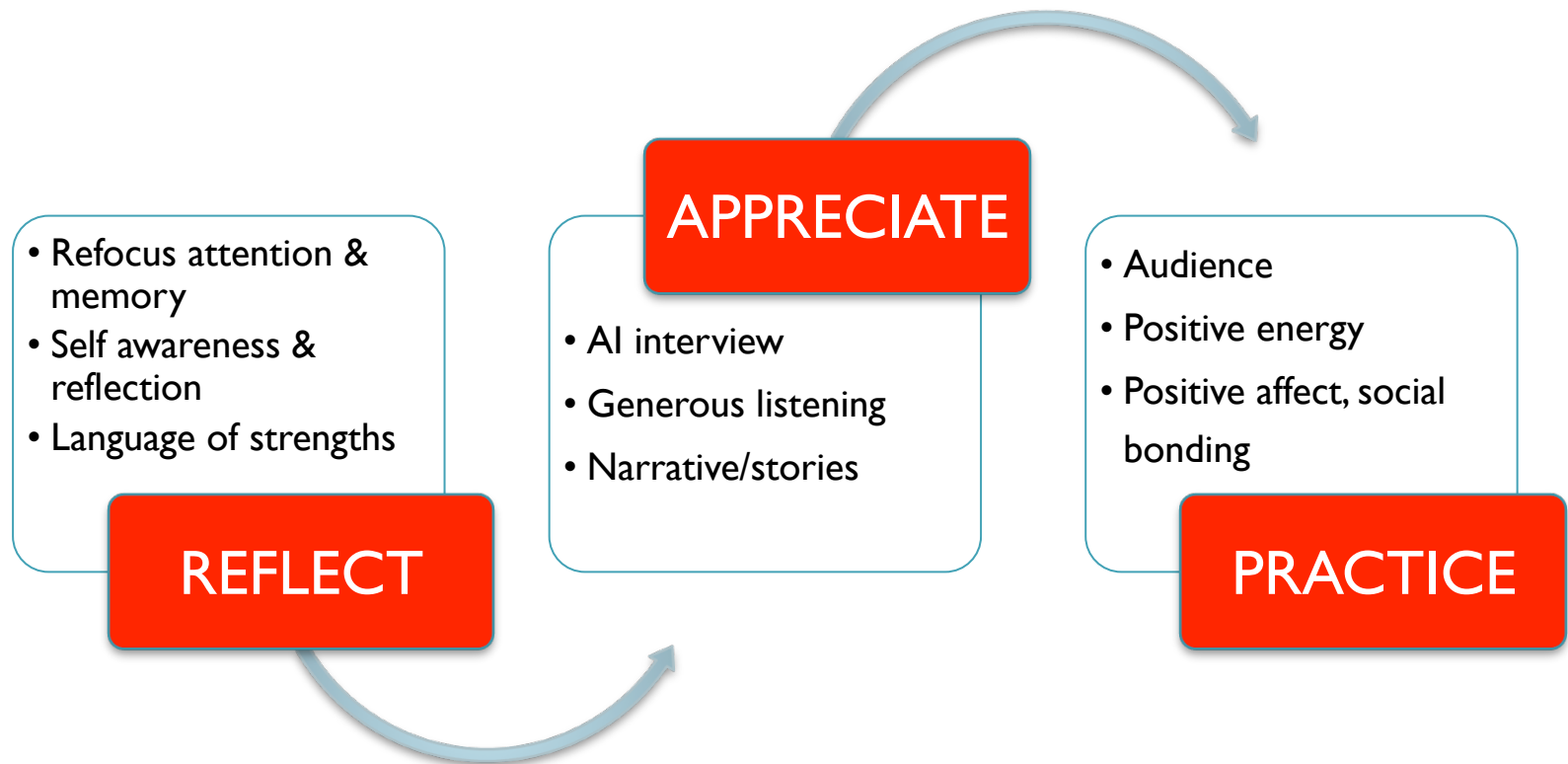
For the sake of others

*Strange is our situation here upon earth,
Each of us comes for a short visit, not knowing
why, yet sometimes seeming to divine a
purpose.*

*From the standpoint of daily life, however,
there is one thing we do know: that we are
here for the sake of others..*

- albert einstein

REFLECT-APPRECIATE-PRACTICE RAP FOR APPRECIATIVE DIALOGUE



AI Resources

- **Appreciative Inquiry Commons**
<http://appreciativeinquiry.cwru.edu/>
A worldwide portal devoted to the fullest sharing of academic resources and practical tools on Appreciative Inquiry and the rapidly growing discipline of positive change. This site is a resources hosted by Case Western Reserve University's Weatherhead School of Management.
- **Appreciative Inquiry in Healthcare: Positive Questions to Bring out the Best.** Natalie May et. al, Crown Publishing: 2011
- **The Power of Appreciative Inquiry: A Practical Guide to Positive Change**, Diana Whitney and Amanda Trosten-Bloom, Berrett-Koehler, 2003.
- **The Appreciative Inquiry Summit: A Practitioner's Guide for Leading Large-Group Change**, James Ludema et al, Berrett-Koehler, 2003.
A practical guide to the AI summit.
- **Collaborating for Change: Appreciative Inquiry**, David Cooperrider and Diana Whitney, Berrett-Koehler, 2000.
- **Flourish.** Martin Seligman. Free Press: 2011
- **Love 2.0. How our Supreme Emotions Affects Everything We Feel, Think, Do, and Become.** Barbara Fredrickson: Hudson Street Press: 2013