

# Appreciative Interviews

1 hour

Team Collaboration

Intermediate

Build on success stories rather than fixing problems. Paired interviews surface peak experiences and generative conditions, creating positive energy and...

## H HOW TO RUN

### 1 Total Duration:

- Pick 2-3 from these options:

### 2 Peak Experience:

- "Tell me about a time when you felt most engaged and alive in your work here. What made it meaningful?"

### 3 Valued Qualities:

- "What do you value most about yourself, your work, and this organization?"

### 4 Success Story:

- "Describe a project or moment you're proud of. What made it possible?"

#### KEY TIP

\*Why This Works:\*\*

## O OBJECTIVES

- > Focus on what's working rather than what's broken
- > Surface conditions that enable success
- > Build positive energy and hope
- > Generate insights from peak experiences

## M MATERIALS

### ESSENTIAL

- Interview question sheet for each person
- Paper for note-taking
- Timer

### OPTIONAL

- Recording devices (if participants want to record interviews)
- Appreciative Inquiry background reading

## P PARTICIPANTS

8-40

## F FACILITATOR NOTES

### REMEMBER

- **Energy:** Success stories energize vs. problem-focus drains
- **Wisdom:** We learn more from success than failure
- **Action:** Easier to replicate success than fix problems
- **Hope:** Knowing it's possible creates momentum