

# Appreciative Inquiry

Training Manual

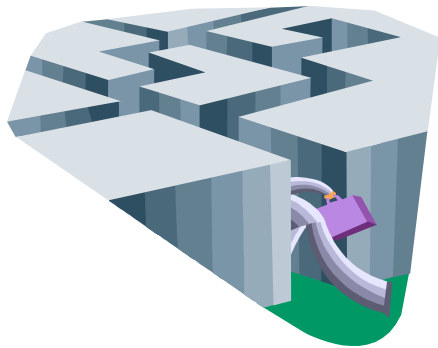
L'esprit Training Centre



*You must start with a positive attitude or you will surely end without one.*

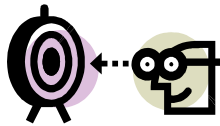
*Carrie Latet*

## Module One: Getting Started



Appreciative inquiry focuses on finding the best in people and how they use it to function in their work and everyday life. Through appreciative inquiry, an employer uses the art of asking questions and opinions to strengthen the system as a whole, creating a more positive environment and heightening employee potential. This approach is designed to focus less on negativity and criticism, and utilize personal design and encourage discovery.

## Workshop Objectives



Research has consistently demonstrated that when clear goals are associated with learning, it occurs more easily and rapidly. With that in mind, let's review our goals for today.

At the end of this workshop, participants should be able to:

- Know the meaning of appreciative inquiry
- Think in positive terms and avoid thinking negatively
- Encourage others to think positively
- Recognize positive attributes in people
- Create positive imagery
- Manage and guide employees in a positive environment