

# HOW TO USE IT YOURSELF....

## APPRECIATIVE INQUIRY - 4 D'S

### **DISCOVERY - find something really good**

- appreciate the best of "what is"
- do not analyze deficits or problems
- think about small successes
- share stories of good things that have happened
- talk about what people most value and want to build on for the future

### **DREAM - what might be**

- challenge how it is now and have a vision for future
- keep it real and based on some of the good things that have already happened
- think of even more that could happen
- share the idea and find people to join in

### **DESIGN - what should be, the ideal**

- decide on something to do so we don't just talk all the time
- think about a way to do it
- find ways to work together to do it

### **DELIVERY or DESTINY - how to empower, learn and adjust**

- sharing positive images of the future
- create it by working together and doing it
- find out what we learnt by doing it
- talk about any changes needed next time

**.....and begin to discover, dream, design and deliver all over again .....keep on going towards a better future...**

Ref: Cooperrider, D., Whitney, D. (1999). *A Positive Revolution in Change: Appreciative Inquiry*. Taos, NM: Corporation for Positive Change.

Deidre Ikin - *Visions for Kija-Jaru Country* Healing Our Spirit Worldwide - Pacific Regional Summit 2004 Cairns, Australia  
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## TRY IT YOURSELF.....

With another person

1. Tell me about a time in your work when you felt excited and happy about something that was going on. What was your part in it?
2. Tell me about what you value about:
  - Yourself
  - Your work
  - Being from your community or place

(Don't feel shy or shame about saying good things)

Now swap over and the other person talks. Take 10 minutes for each person to talk.

*This is the DISCOVERY Part - finding something really good and sharing stories of good things that have happened*

When there is more time you can go on to DREAM - what might be, DESIGN - what should be, the ideal and then DELIVER OR DO IT.