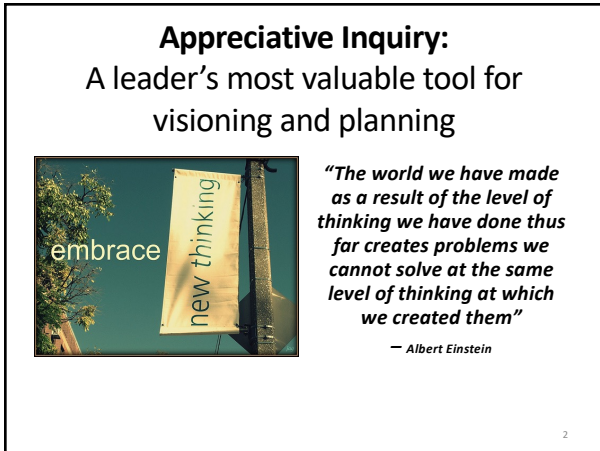


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“(the appreciative eye gives us) the capacity to see the best in the world around us, in our colleagues, and in the groups we are trying to lead . . . to see the true and the good, the better and the possible.”

David L. Cooperrider, Ph.D.
Case Western Reserve University
Weatherhead School of Management

4

Support for Ai Approach

Our image of the future drives our ACTION!

- When organizations or groups capture positive imagery internally and make it visible, it starts to drive change in an individualistic, self-directed way. It creates a sense of focus.

Pygmalion Effect
Change a teacher's image of a student, and their behavior changes toward the student, improving student performance

Internal Conversations
Studies of pre and post operative patients. Difference in recovery between positive and negative imagery.

Sports
Vivid visualization of one's performance guides physical performance. Speed of learning when only correct images are reviewed.

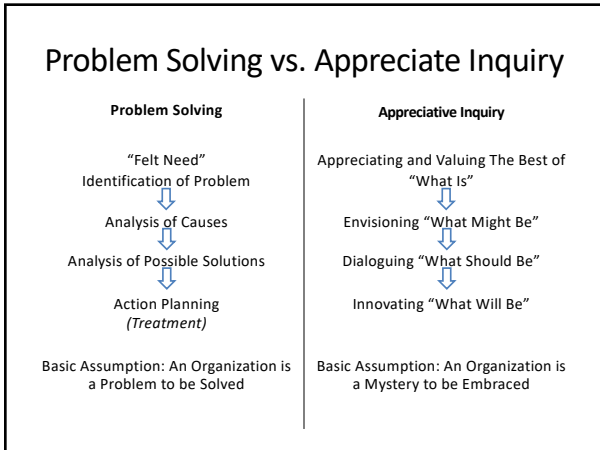
Sociology
The study of problems creates an increase in number & severity of problems. But opposite also occurs.

Placebo Effect
Help someone construct an image of how something might happen, and it drives behavior which creates a change in that direction

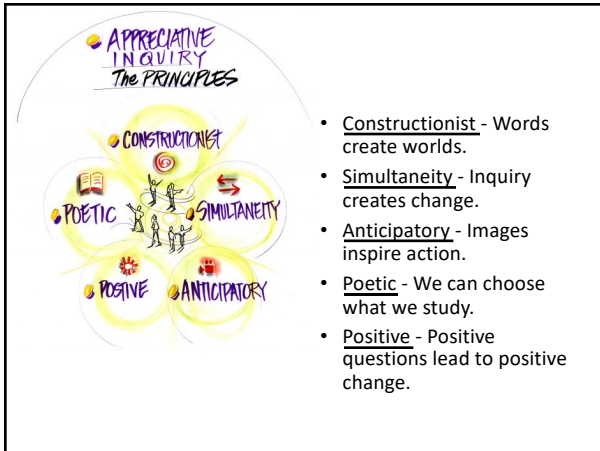
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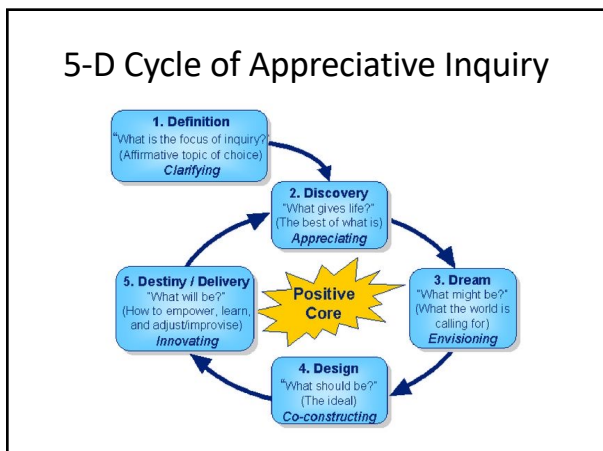
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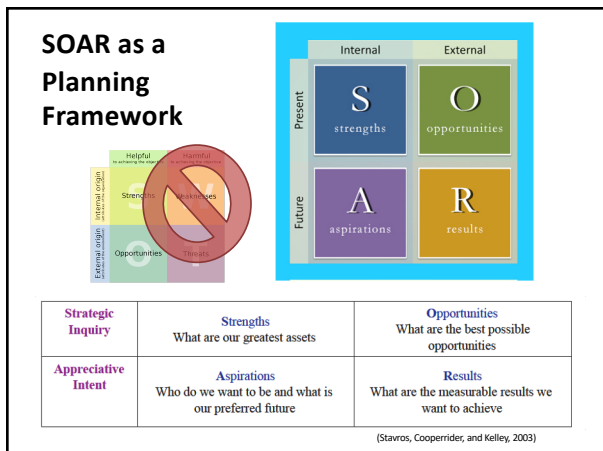
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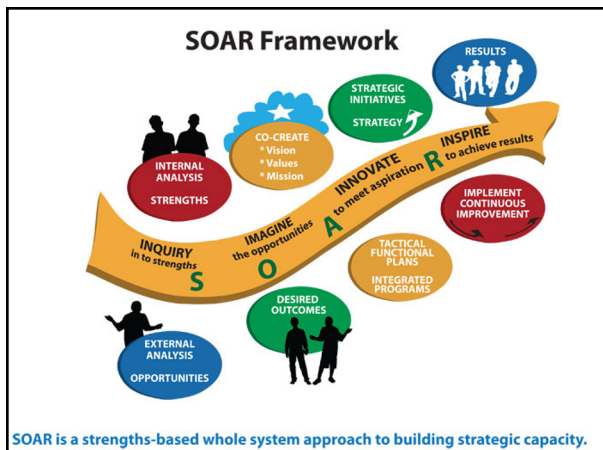
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What is Appreciative Inquiry?

“At its heart, AI is about the search for the best in people, their organizations, and the strengths-filled, opportunity-rich world around them. AI is not so much a shift in the methods and models of organizational change, but AI is a fundamental shift in the overall perspective taken throughout the entire change process to ‘see’ the wholeness of the human system and to “inquire” into that system’s strengths, possibilities, and successes. ” (Stavros et al., 2015)
