



Appreciative Inquiry Coaching Certification 2016 Certification Requirements – External Ai Providers

Appreciative Coaching is a revelatory and generative conversation that enlivens, amplifies, and sustains the positive core – source of the energy and intelligence of life – of both client and coach. This relationship cultivates new possibilities, health and fulfillment, accelerating us to our highest and deepest good.

Individuals who wish to become certified as an Appreciative Inquiry Coach by The Center for Appreciative Inquiry must:

1. Participate in an Appreciative Inquiry Coaching Training © (AICT) or equivalent Appreciative Inquiry course (with a minimum of 32 classroom hours);
2. Design and facilitate at *least* one Appreciative Inquiry Coaching session with a client using all five generic processes: DEFINING the positive topic (core); DISCOVERING into the positive core; DREAMING and creating an image of a preferred future; DESIGNING a provocative proposition from the image; and DESTINY of ongoing discovery, dream and design.
3. Choose one of your coaching client(s) to develop and submit a narrative (practicum) of your appreciative coaching experience;
4. Engage with the Practicum Review Panel (consisting of seasoned Appreciative Inquiry Practitioners) about your work once you have submitted your practicum. Typically, they will respond with questions, to deepen their and your mutual understanding of and learning about AI. The practicum review is therefore a dialogical and interactive process.

We have developed the following list as a guide to help you gather the information to prepare your Narrative. Please include as much information as possible so that the Practicum Review Panel can 1) experience the energy of your coaching client(s) and the coaching process; 2) recognize your understanding of the Appreciative Coaching principles; and 3) identify what you learned and would like more of going forward in your Appreciative Coaching work.

Certification Narrative Submission Instructions

Submit your Narrative Summary, along with any additional documentation, via email to Kathy Becker at Kathy@CompanyOfExperts.net with “Ai Coaching Certification” in the subject line of your email. Be sure to include your name on each page of your summary.

Please note: Individuals who completed a workshop/training by another Appreciative Inquiry Provider may earn their Appreciative Inquiry Certification with the Center for Appreciative Inquiry by completing and providing the following:

- Participate in an Appreciative Inquiry Coaching workshop (with a minimum of 32 classroom hours);
- Certificate, letter, or email on letterhead (issued from the provider) with the name of the training/workshop, dates, and the amount of training hours completed;
- Letter that provides a detailed description of the curriculum (e.g. training syllabus, summary, email, etc.)
- A written narrative (practicum) and any supporting documents of your work. See guidelines for Ai Coaching Certification below.
- Certification Application fee of \$250.00 USD. This fee includes: Narrative (Practicum) review, Appreciative Inquiry Certification document (via email), use of The Center for Appreciative Inquiry’s Certified Ai Coach Logo, and an editable profile listing on our Appreciative Inquiry Directory that includes your photo and professional biography that highlights your specialties, articles, videos and testimonials.

Appreciative Inquiry Coaching Certification Narrative Outline

1. Please include your name, job title, email address, and phone number.
2. Name of the training you completed – including name of workshop provider, training dates and location at which you received your training, and number of training hours completed.

Please get the permission for your coaching client(s) to tell their story prior to submitting your narrative for Ai Certification.

3. Name and a description of the role of the client (personal or professional).
4. Brief description of the client's environment and context (personal or professional).
5. **DEFINITION** – the first D of Appreciative Inquiry, during which the overall focus of the coaching session is determined.
 - Is/was there a compelling issue for your client prior to your first coaching session? If yes, what was it and how did you address it?
 - Describe the process you used to identify the affirmative topic. If you used an interview guide to identify your client's affirmative topic (positive core), please include/attach it when submitting your practicum.
 - What was the affirmative topic that your client identified?
6. **DISCOVERY** – the second D of Appreciative Inquiry; a two-part phase that includes inquiring into exceptionally positive moments, sharing stories, and identifying life-giving forces.
 - What story (stories) did your client share with you?
 - Was there any resistance or hesitation during the coaching session? If yes, please describe how you and your client addressed this.
 - What core values or wishes emerged during the discovery phase?
 - What were the life-giving forces (what your client most wanted to create more of) that you and/or your client identified in the stories your client shared?
7. **DREAM** – the third D of Appreciative Inquiry, during which your client created an image(s) of a preferred future. Typically, a visual image translates to a word image (often referred to as a Provocative Proposition).
 - Illustrate this phase with as much detail as you can with regards to the visual and word images, including any pictures if possible.
 - What image or metaphor did your client create?
 - What questions did you ask your client that enabled them to dream freely? How did you assist your client in bringing their dream into focus?
 - Please share how you helped your client translate their visual image into a word image (provocative proposition)?
 - What was your client's provocative proposition?
8. **DESIGN** – the fourth D of Appreciative Inquiry during which your client is taking action by innovating ways to create and achieve their preferred future.
 - What questions did you ask your client to help them construct and incorporate elements from their Dream (provocative proposition) into their daily life?
 - What actionable steps emerged from your client's provocative proposition?
9. **DESTINY** – the fifth D of Appreciative Inquiry during which your client is living out their preferred future by following through with their strategic intentions (making any modifications as necessary) and celebrating successes that move them toward their preferred future.
 - What progress has your client made toward realizing their Provocative Proposition? Are there stories of success can you share?

- How do you keep your client's momentum moving towards realizing their Provocative Proposition?
 - Are there any areas for ongoing exploration?
 - How do you help your client acknowledge and celebrate their successes?
 - Do you help your client's celebrate their achievements? If so, how?
 - As an Appreciative Inquiry Coach, how do you support your client's ongoing success?
10. Impact or Results: What shift in attitude or process has the client made as (s)he tapped into the Positive Core and created the Provocative Proposition? Where was the most energy for your client during the coaching process? What stories of success can you share?

Reflect on your own learning during your coaching engagements:

12. What did you wish for during the coaching session(s)?
13. When did you feel most alive and inspired in the coaching?
14. What did you learn about your coaching in the process?
15. What did you learn about yourself in the process?
16. What would you like more of in your Appreciative Coaching practice?

Do we have your permission to share your story and session material with others? Sharing the story and materials is so powerful to those of us in the field. If you do not have permission from your "client" to share, we invite you to consider preparing a second version that does not include the client's name.