The Center For Appreciative Inquiry

**Modified Appreciative Inquiry Interview Guide
(For Teambuilding or For Diversity**

(Team Building)

1. **BEST EXPERIENCE**: Tell me a story about the best times that you have had working with a really terrific team. Looking at your entire experience with that team, recall a time when you felt most alive, most involved, or most excited about your involvement. What made it an exciting experience? Who was involved? Describe the event in detail.

(Diversity)

1. **BEST EXPERIENCE**: Tell me a story about an experience you've had working in a very diverse situation. Perhaps you have worked with multi-cultural groups, in other cultures, or with a person that you felt was very different from you. What about the experience excited you and made you feel alive, involved, excited about your involvement. Describe the situation in detail.

2. **VALUES**: What are the things you value deeply; specifically, the things you value about yourself, your work, and your organization: (working in teams; working with diverse situations).

    A. <u>YOURSELF</u>: Without being humble, what do you value most about yourself – as a human being, a friend, a parent, a citizen and so on? (as a team member; as someone who values diversity)

    B. <u>YOUR WORK</u>: When you are feeling best about work (in a team; in a diverse group), what do you value about it?

    C. <u>YOUR ORGANIZATION</u>: What is it about your organization that you value? What is the single most important thing that your organization has contributed to your life?

3. **CORE VALUE**: What do you think is the core value of your organization (your team)? What is it that, if it did not exist, would make your organization totally different that it currently is?

4. **THREE WISHES**: If you had three wishes for this organization (for your team; for yourself in diverse situations), what would they be?

AI for Organization Change: A Workshop Resource Book by Jane Magruder Watkins & Bernard Mohr