APPRECIATIVE QUESTIONS

AN APPRECIATIVE VS PROBLEM SOLVING APPROACH
We are often taught to approach our world as if it is a series of problems to be solved. An appreciative approach, on the other hand, appreciates the best of what is. It requires us to find out what is working and envision what else might be possible. It can lead to confirmed knowledge, confidence and motivation to act.

SAMPLE QUESTIONS
The list below provides samples of questions that are phrased in an appreciative way. You could pick a few of these questions to use during any one conversation.

It may be beneficial to separate the conversation into two or more parts: one, to focus on the current role and development in that role and another, to discuss future career goals and plans.

CURRENT ROLE:

- Thinking back over the last few months, what do you think have been your greatest successes at work? Can you give me examples of things that you were proud of? (Give yourself credit for everything you do that brings you a feeling or demonstration of success).
- What contributed to those successes? What caused those things to work? What allowed you to do your best work?
- Where do you see your strengths? How can you use those strengths in other areas of your work?
- What is most important to you in your current role? What do you see as being most important to the unit? Do they align?
- Looking forward, what else would you like to achieve in your current role? What is the biggest/boldest thing you could do? What would motivate you to take that on?
- Which skills would you most like to develop in this role? Do you have any thoughts on how you could develop these skills?
- To help you develop, what do you want to do more of? What do you think you could do differently? What would you like to do even better than you do now?
- Of the things you’ve listed, which do you feel most inspired to act on? What specific steps are you willing and committed to take on?

FUTURE CAREER:

- Thinking about the future, tell me what would your ideal job looks like? Or, what are your career aspirations or goals in the next two years? Five years?
- What are some of the steps you could take to help you reach your goals? What would give you the confidence to move forward with these steps?
- What skill development, experiences or opportunities do you believe would help you to attain those goals? Of those, on which are you most likely to act?
- How can I, or others, support you?

Helpful Hints:
- Choose the questions to best suit the person and the situation.
- Provide the questions to the individual in advance so they can come prepared.