



Appreciating Church

Introductory protocol used in a *Taste of AI* course

Guidance for Appreciative conversations/interviews

- *Appreciative conversations are different from traditional interviews in that the questions concentrate on 'what works' - looking at problems and issues from a different perspective, and focusing on the generative and creative.*
- *Space is provided for recording the key themes, story elements and quotes.*

Helpful hints

To support the conversation, to learn more about each other, and to go deeper it may be helpful sometimes to ask supplementary questions such as:

Q. Tell me more?

Q. Who else was involved?

Q. What were you thinking?

Q. How did you feel about that?

Appreciative Questions

Q1 Think of a time or experience when you were proud of what you achieved and when you have made a difference. What was successful about it and what did you achieve?

Q2 What are the two greatest strengths or skills you bring to your work and life?

Q3 If you were asked to describe the core values that underpin your work what are they and why they are important to you?

Q4 What do you think needs to be done differently to make you even more effective?

Q5 *Imagine: We are meeting on this day in a year's time and you are reviewing your journey in the previous 12 months. What were its successes, what is different and how have any challenges been resolved?*

Describe it:

- *as if it has happened and you are reflecting on the experience*
- *in as much detail as you can*

Q6 *From where you are now, what would be the smallest step to move things on and what would be the most challenging or radical action that you could take?*

Notes

- Make a note of any key points and learning.
- Recording the story/experience is useful.
- Noting the small steps and the challenging/radical action is important.