

TIPS FOR APPRECIATIVE INQUIRY COACHING



CREATE OPPORTUNITIES FOR EQUAL VOICE

Ensure equal airtime for all – especially those whose voices are not often heard. Be a model of respect and good listening.



FOCUS ON THE AFFIRMATIVE

Consciously solicit, draw out, build on, and reinforce stories of what works. Help people achieve at least a 2:1 ratio of positive to negative talk.



HELP PEOPLE SPEAK FROM THE INSIDE OUT

Share the hopes, dreams, and passions that are rooted in your personal experience, and encourage others to do the same.



GIVE AWAY THE POWER

Check your tendency to be the expert. Regardless of how people might treat you, stay in the back seat. Use questions to help people find their wisdom. Express confidence in their abilities to make decisions.



BE SURE THEY SUCCEED

Catch people doing things right, and publicly recognize them for it. Help people make commitments that they intend and are able to keep. Connect them to resources, including people whose expertise can support what they are trying to accomplish.