

## USING APPRECIATIVE INQUIRY

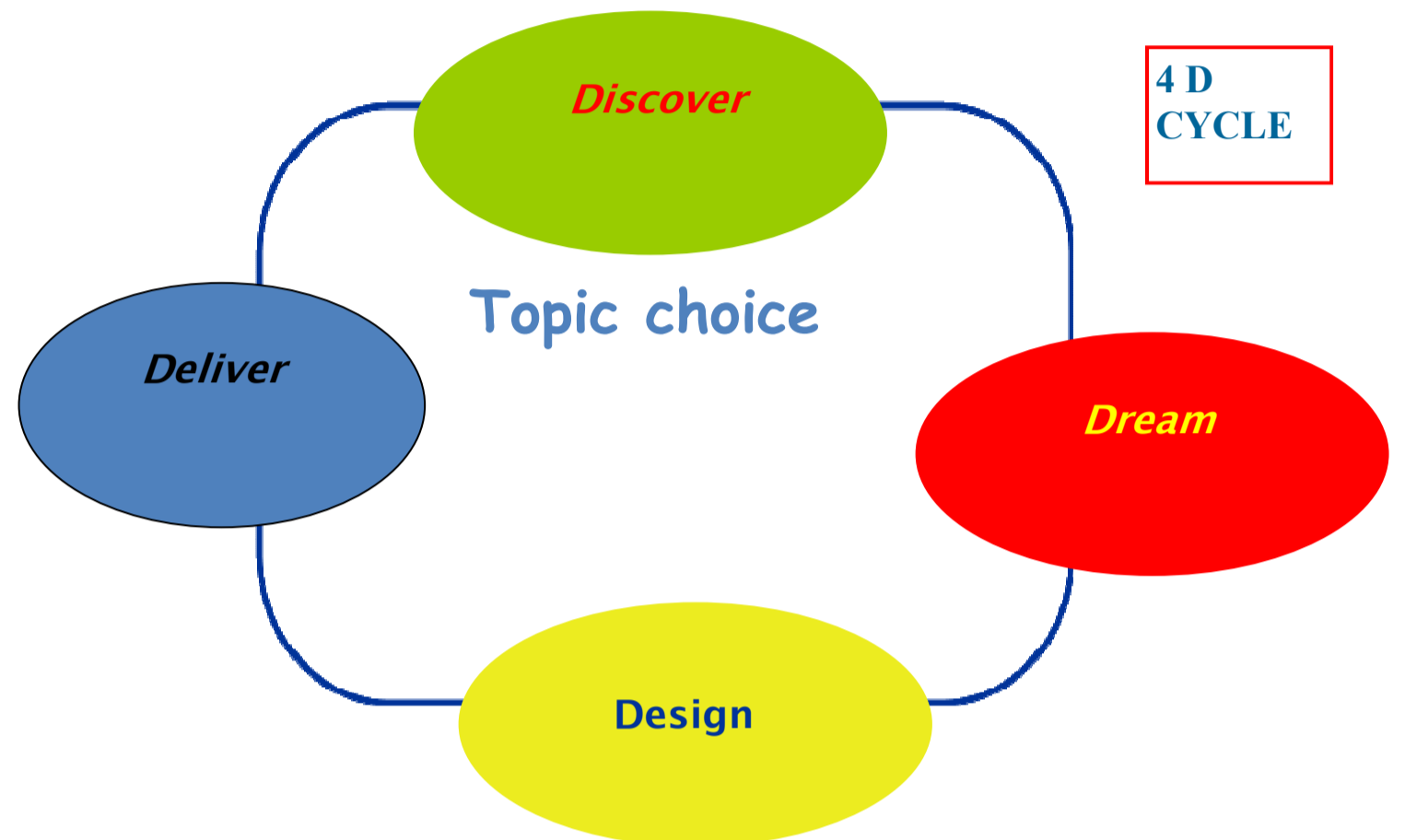
The approach has been used widely in the USA within organisations and has generated very positive outcomes for personnel and management.

Appreciate Inquiry (AI) Is a methodology that was initially developed by Cooperrider and Shrivastva in USA (1987). It is based on the idea that every situation in life can be viewed in a positive manner and have beneficial outcomes. It is an approach that emphasizes recognising what works and affirming those positions in an effort to create more of them.

### 4 D CYCLE

Discern a relevant topic

- Discovering – best practice in relation to topic
- Dreaming – creating a vision of best practice in relation to the topic
- Designing – a way to gain best practice
- Delivering – achieving best practice



AI was used in chosen as a methodology for a European project investigating the Training Requirements and Nursing Skills necessary for Mobility (TRaNSforM). Two Year Project involving Registered Nurses, Clinical mentors and Preceptors and Clinical Leaders from 7 European countries including: Germany, Finland, Belgium, UK, Portugal, Turkey and Ireland.

### Key skills for AI

- Focusing on the positive aspects of mobility
- Not ignoring challenging perspectives
- Viewing challenges as challenges and not problematising challenges
- rephrasing problem viewed perspectives as challenging positions and
- focusing on what had been achieved from dealing with the challenge
- Posing positive questions
- Skilled questioning is essential

### Project Outcomes

- Cultural Exchanges and participation for people who have not been involved in this kind of work previously
- Production of a self assessment framework for nurses
- Signposting to resources and supportive materials
- Website accessible to all from September 30th 2012. [www.transformnursing.eu](http://www.transformnursing.eu)

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