

## Appreciative Enquiry

### What is it?

Appreciative inquiry is a questioning approach that uses the EARS (Elicit, Amplify, Reflect, Start over) technique to look for strengths

### When could you use it?

Whenever you're facilitating a conversation

Let's have a go:

### Elicit:

Tell me about a piece of practice you feel proud of....

### Amplify:

Who did what, where and when?

What happened to make this piece of work effective?

What was different?

What else did you do? What else? What else?

What told you it was working?

### Reflect:

When you think about this piece of work what was the most important thing you learnt?

What is the thing that makes you feel most proud?

On a scale of 0-10, where 0 means is it the worst effort ever and 10 means it is as good as it gets, where would you rate this practice?

### Start Over:

Begin again looking for more detail.

Are there any good things that we've missed?

Are there any important things we've missed?