

APPRECIATIVE INTERVIEW GUIDE FOR ORGANIZATIONS

The Four Generic Questions

Instructions: In pairs interview take time to interview one another using the following questions.

Be a generous listener. Do not dialogue, rather take turns to actually conduct an interview. If you need more information or clarification ask additional follow-up questions. Use this sheet to record the results of your interview. When your interviews are completed you will present the results to the wider group.

Before you conduct the interview take a minute to read the questions and decide how you will personally answer the question and make a mental note of your response. Now proceed with the interviews, paying full attention to the interviewee rather than to your story.

1. Best Experience: Tell me about the best times that you have had with your organization. Looking at your entire experience, recall a time when you felt most alive, most involved, or most excited about your involvement. What made it an exciting experience? Who was involved? Describe the event in detail.

2. Values: What are the things you value deeply: specifically, the things you value about yourself, your work, and your organization:

(i) **Yourself:** Without being humble, what do you value most about yourself- for example, as a human being, or as friend, a parent, a citizen and so on?

(ii) **Your Work:** When you feel best about work at your organization, what do you value about it?

(iii) **Your Organization:** What is it about your organization that you value? What is the single most important thing that your organization has contributed to your life?

3. Core Value: What do you think is the core value of your organization? What is it that, if it did not exist, would make your organization totally different than it currently is?

4. Three Wishes: If you had three wishes for your organization, what would they be?