

# APPRECIATIVE INTERVIEW GUIDE FOR MINISTRY DEVELOPMENT

## The Four Initial Questions

**Instructions:** In pairs 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 Ministry Experience:** Reflect on your entire ministry experience. Recall a time when you felt most alive, most involved, spiritually touched, or most excited about your involvement. Tell me about this memorable experience that you have had in your ministry. Describe the event in detail. What made it an exciting experience? Who was involved? Describe how you felt? Describe what you did as a result of the experience?

**2. Values:** What are the things you value deeply: specifically, the things you value about yourself, being a pastor, and your church:

- (i) **Yourself:** Without being humble, what do you value most about yourself- for example; as a human being, or employee, a friend, parent, citizen, and so on?
- (ii) **Being a pastor:** When you feel best about being a pastor at your church, what about yourself do you value?
- (iii) **Your church:** What is it about your church that you value? What is the single most important thing that your church has contributed to your life?
- (iv) **Your Denomination:** What is it about being a member of your denomination that you value? What is the single most important thing that being from your denomination has contributed to your life?

**3. Core Value:** What do you think is the core values of your ministry? What values give life to your ministry. What is it that, if it did not exist, would make your ministry totally different than it currently is?

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