Applying Appreciative Inquiry Methods to Evaluation

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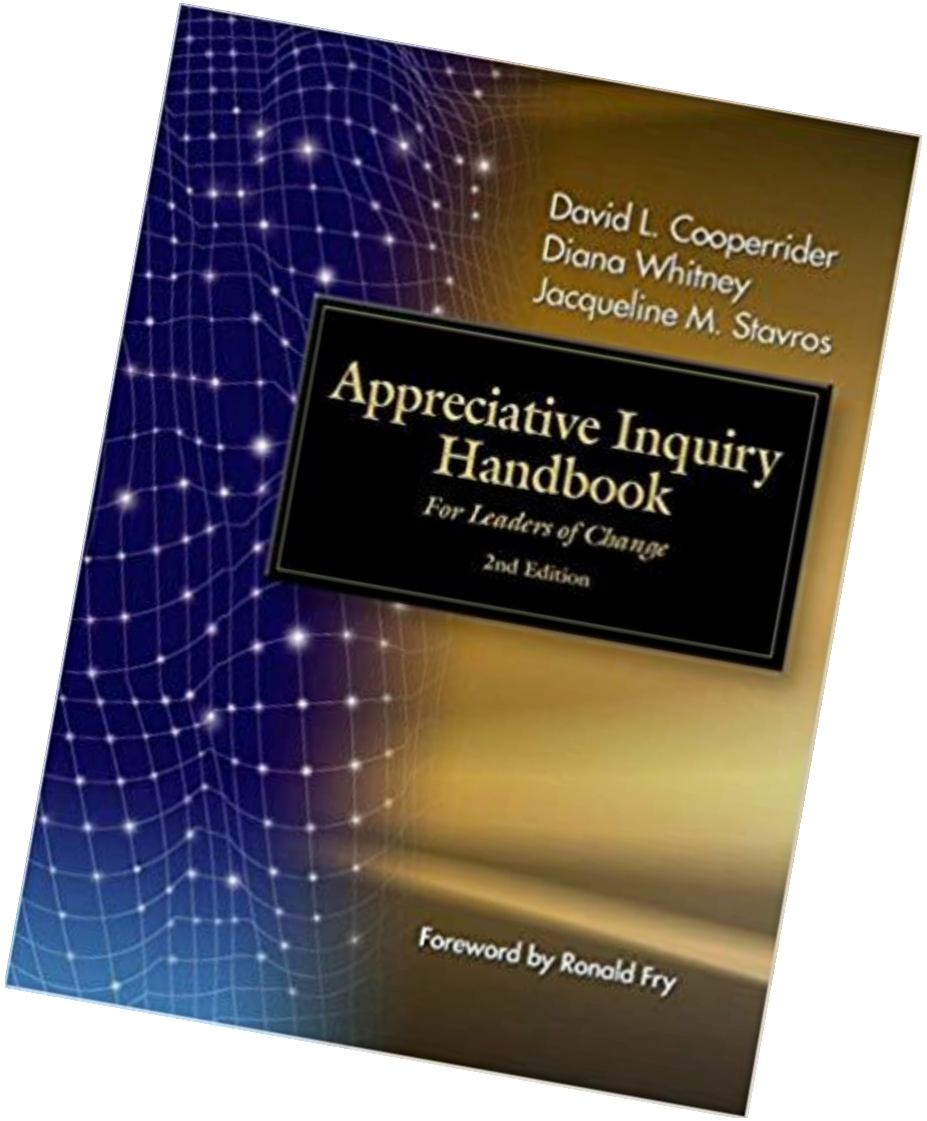
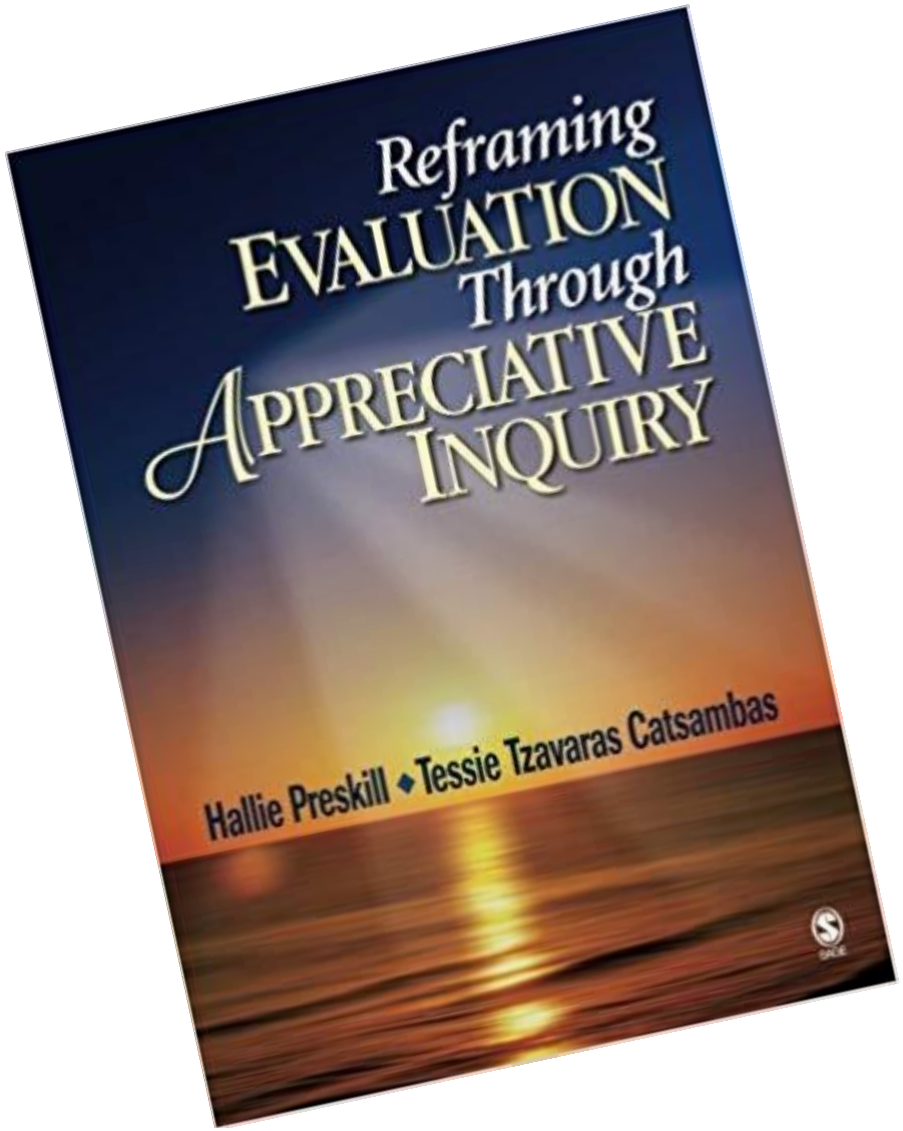
“We need to discover the root causes of success rather than the root causes of failure.”

David Cooperrider



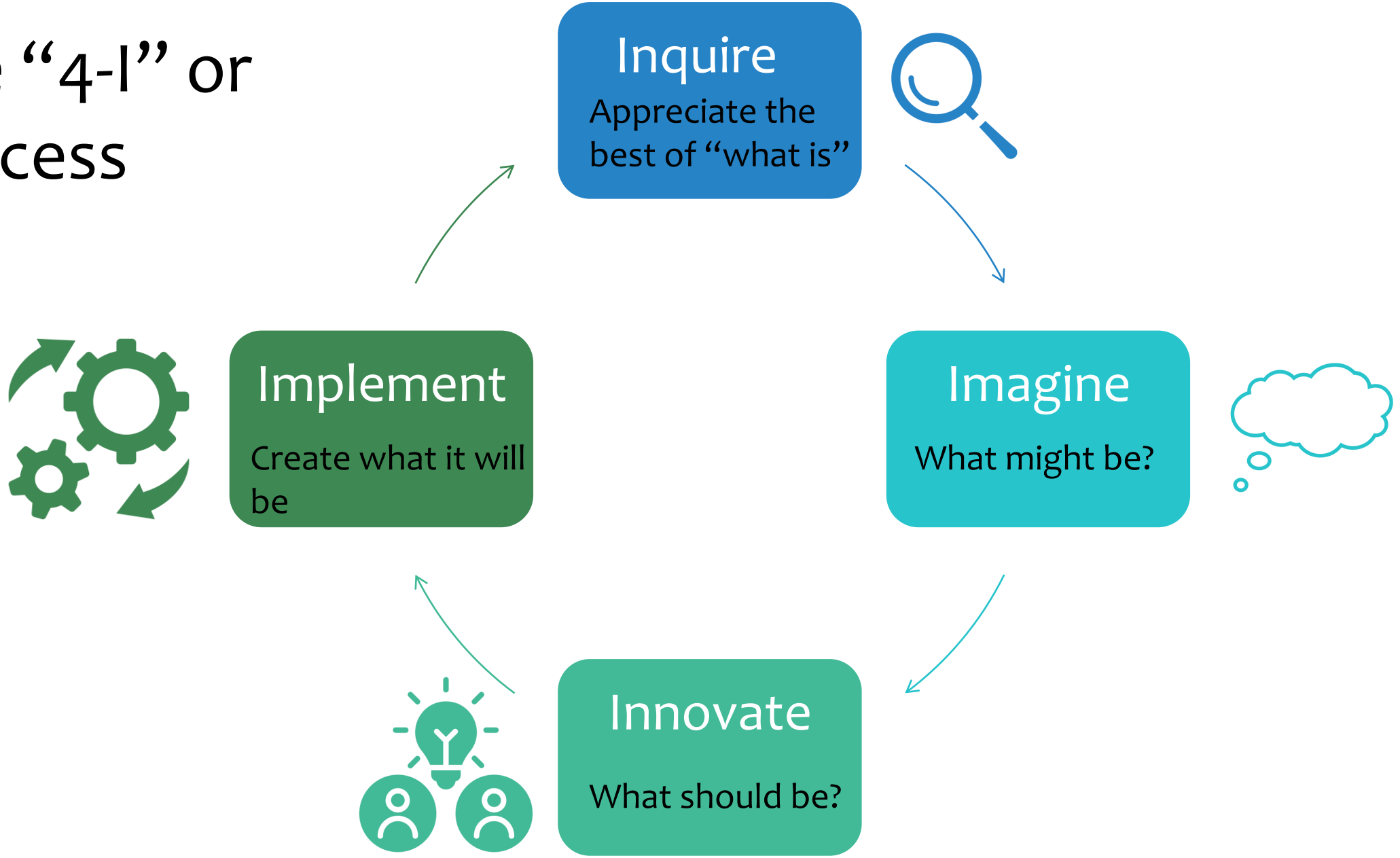
https://mkhernandez.wordpress.com/2017/07/08/appreciative-inquiry/



"Appreciative Inquiry is a group process that inquires into, and further develops the best of 'what is' in organizations in order to create a better future."

Preskill & Tzavaras Catsambas, 2006

The “4-I” or Process



Inquire

Appreciative Interviews

Inquire

Peak Experience

Think back on your experience with your organization and remember a time when you felt most energized and most proud to be a part of this it (i.e., a highpoint). Tell a story about that time. What happened? What were you doing? What were others doing? What contributed to the success you experience? Tell the story in great detail.

Inquire

Values

What do you value most about your organization and program?

Inquire

Wishes

If you had three wishes for this program to make more exceptional experiences possible, what would they be?

Inquire

Sharing Stories

Share highlights of stories, values and wishes
Write down themes hearing in the stories

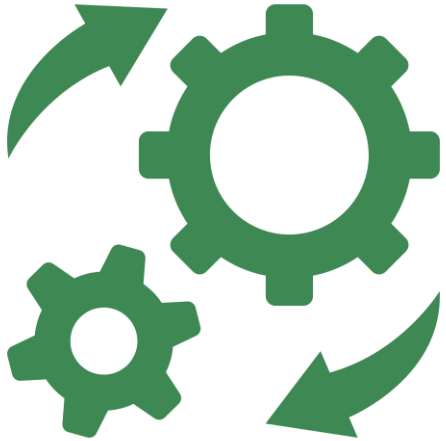
Imagine

Imagine: Creating a Vision

Imagine that it is 3-5 years from now and you are preparing for an awards ceremony to celebrate the excellence of your program. The New York Times wishes to write an article on this exceptional program. You are so proud to be part of this program. What is happening to make you so proud? What are people saying? What is happening internally in the program? What changes and/or events made these successes possible?

Innovate

- Identify a theme that emerged from Inquire and Imagine
- Develop *Provocative Propositions*
  - Present tense and affirmative
  - Bridge the best of “what is” with visions of “what might be”



Implement

- Take action on provocative propositions
  - What are potential actions?
  - How will we organize to accomplish actions?
  - How will we learn about the gains we've made?
  - How will we celebrate accomplishments?
  - How will we support success?

Applications to Evaluation

To focus an evaluation and develop an evaluation plan

Applications to Evaluation

Design and conduct interviews, focus groups and surveys

Applications to Evaluation

Develop evaluation systems

Build evaluation capacity

Contact

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Hawaii Pacific Evaluation Association, September 20, 2019

Appreciative Interviews

Interviews will be done in pairs. Interview the other person using the following questions. Write down notes as you will be telling their story back to the group. Pay close attention, encourage your partner to give details to the story; listen to the partner's enthusiasm while telling the story. Do not interrupt your partner at all with your own comments or story. Switch roles when instructed to do so.

Peak Experience: Think back on your experience with your organization and remember a time when you felt most energized and most proud to be a part of this it (i.e., a highpoint). Tell a story about that time. What happened? What were you doing? What were others doing? What contributed to the success you experience? Tell the story in great detail.

Wishes and Values

Values: What do you value most about your organization and program?

Wishes: If you had three wishes for this program to make more exceptional experiences possible, what would they be?

Imagine: Creating a Vision

Imagine that it is 3-5 years from now and you are preparing for an awards ceremony to celebrate the excellence of your program. The New York Times wishes to write an article on this exceptional program. You are so proud to be part of this program. What is happening to make you so proud? What are people saying? What is happening internally in the program? What changes and/or events made these successes possible?