



# Dream and Design your 2023 with Appreciative Inquiry

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# Discovering the Best of 2022

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In 2022 where in your personal or work life did you feel the most alive and effective?

What personal, team or organizational strengths were you harnessing in those moments?



# What is Appreciative Inquiry

- An approach that focuses on what is working well
- The most exceptional change efforts put the deficit-leaning tendency in reverse, focusing 80% on *what is working* and 20% on *what is not*



# Dreaming up 'what could be'

## From the future best self exercise:

- What did you learn about your future self?
- How is your future self using your strengths? Who are you being?
- Is there are image, character, creature or name you want to give to your future best self?



# Designing your 'should be' pathways

- What clear, specific, purpose-focused pathway(s) does this suggest you should set yourself?
- What small, manageable, concrete steps can you take to develop and fan your strengths and that will move you closer to your desired goal for 2023?



# Unfolding your Destiny

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What are you going to commit to  
doing next?



At Querida Leadership we are committed to helping project professionals and change makers make change happen by empowering and equipping them with tools and skills to lead and respond to turbulence dynamically

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<https://go.oncehub.com/querida60min>

Gervase Bushe (<http://www.gervasebushe.ca/appinq.htm>)

Joan McArthur-Blair and Jeannie Cockell (<https://cockellmcarthur-blair.com/>)

Book: Building Resilience with Appreciative Inquiry

Michelle McQuaid (<https://www.michellemcquaid.com/>)

David Cooperider (<https://www.davidcooperrider.com/ai-process/>)

Case Western Reserve University

(<https://weatherhead.case.edu/centers/fowler/business/appreciative-inquiry>)