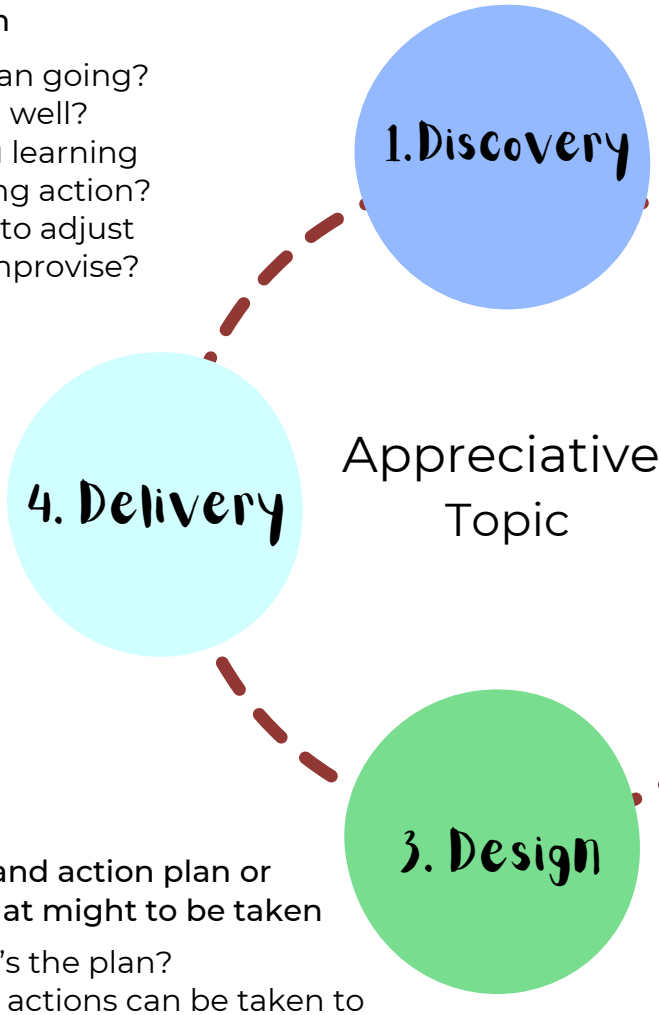
The 4D's of Appreciative Inquiry



Discovering and remembering our strengths

- What is a peak moment in your life?
- What are you most proud of achieving?
- Tell me about a time when you made something work...

Envision the future...

- What might be?
- What is the future calling for?
- What could the future become?
- What dreams, wishes, hopes and aspirations do you have for yourself?

Create and action plan or steps that might to be taken

- What's the plan?
- What actions can be taken to move your dream forward?
- What do you see as the steps to achieve your vision?
- What's the first next step?

Implementing the plan through action

- How is the plan going?
- What's going well?
- What are you learning through taking action?
- Do you need to adjust the plan or improvise?

The aim of Appreciative Inquiry is to cultivate an appreciative mindset. Starting with the coachee's strengths and successes, the coach supports the coachee to envisage a future that might be bold, brilliant, or realistic and attainable. Next, the emphasis turns to identifying action steps and resources needed to make the plan a reality. Finally, the coachee is encouraged to implement their action plan step by step.