Teacher Webinar 5:
Appreciative Inquiry

TEACH
A MAN TO FISH

Educational charity registered in the United Kingdom number 11126999

Part of the webinar series on **Experiential Learning: Preparing Young People for Success After School**

Content

1. What is Appreciative Inquiry (AI)?
2. How can AI be useful in education?
3. The School Enterprise Challenge
4. How to introduce learners to AI
5. How to teach AI
    a. Tool: The 5 D's
    b. Tool: Problem to Opportunity Trees

All participants will receive an **attendance certificate** when they complete the post-webinar survey

Presentation slides and **list of resources** will be shared after the webinar

Introductory Game

"Are you feeling tired today?"   **vs.**   **"What makes you feel energised today?"**

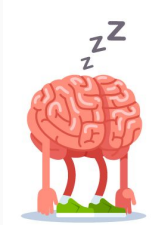"What did you do today?"   **vs.**   **"What's the best thing that happened to you today?"**

"What we see depends on what we look for"

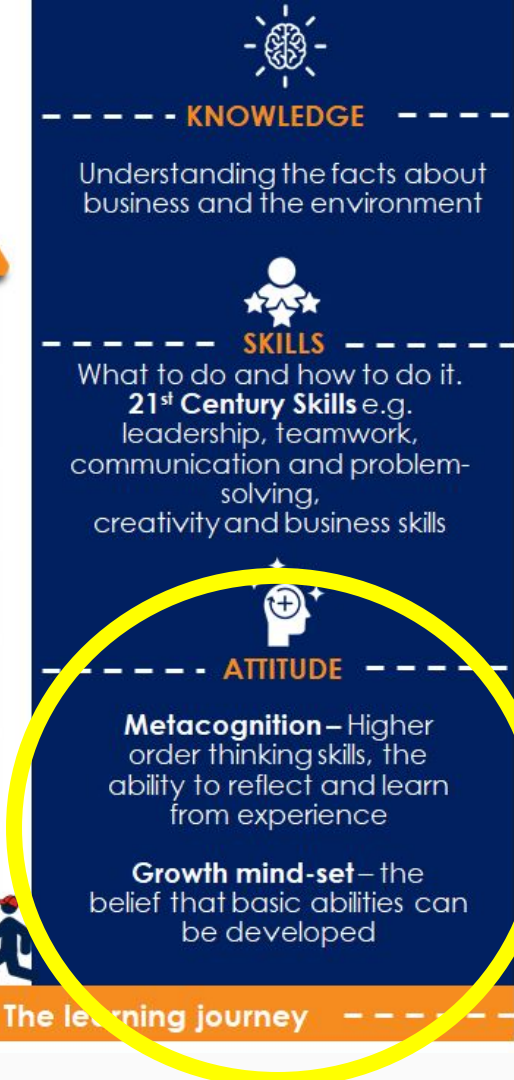John Lubbock

Growth Mindset and the Learning Journey

Fixed Mindset

The belief that your intelligence, ability and talents are fixed traits.

Growth Mindset

The belief that your intelligence, ability and talents can be developed through effort and hard work.

Continue learning

Succeed

Overcome the obstacle

Encounter an obstacle

Re-learn a skill

Struggle

Try again

Fail

Try

The learning journey

KNOWLEDGE

Understanding the facts about business and the environment

SKILLS

What to do and how to do it. **21st Century Skills** e.g. leadership, teamwork, communication and problem-solving, creativity and business skills

ATTITUDE

Metacognition – Higher order thinking skills, the ability to reflect and learn from experience

Growth mind-set – the belief that basic abilities can be developed
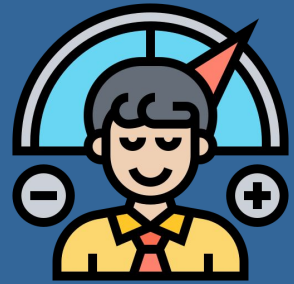
What is Appreciative Inquiry?

- A **process** for facilitating **positive change**
- The **search for the best** in people and the world around them
- Focusing on **strengths** and discovering the root causes of **success**, rather than exploring the causes of failure (Cooperrider and Srivastva)
- **Building** on what we know **works well**

The Five D's of Appreciative Inquiry
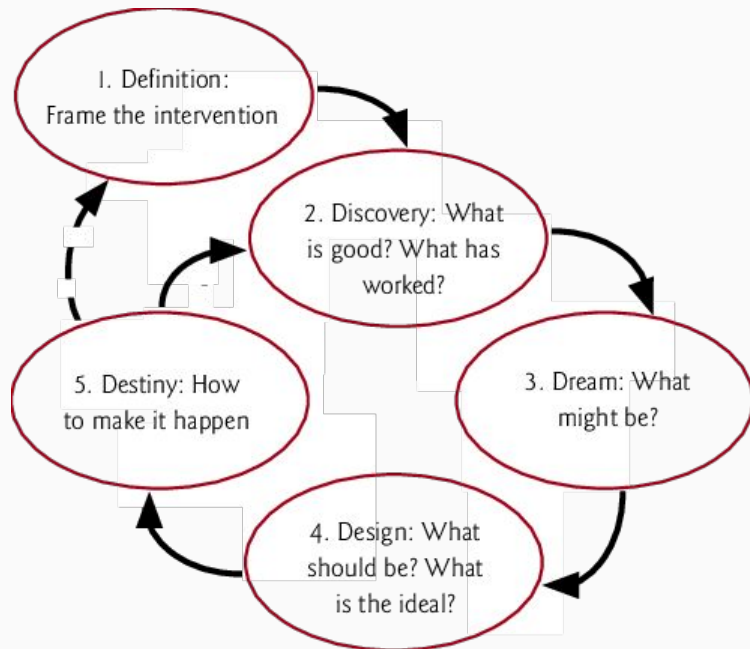
1. **Define:** What is the focus of your inquiry?
2. **Discover:** Appreciate the best of *'what is'* and find *'what works'*
3. **Dream:** Imagine *'what might be'* using the past achievements and successes you identified in the Discovery phase
4. **Design:** Determine *'what should be'* - bring together the 'best of what is' (Discovery) and the 'what could be' (Dream) to create *'what should be'* (the ideal)
5. **Destiny / Deliver**: Create 'what will be', focusing on how to make Design a reality

Credit: Appreciative Inquiry: An Approach for Learning and Change based on our own Best Practices (Acosta and Douthwaite)

How can Appreciative Inquiry benefit learners?

Fosters a **positive**, **engaging** learning environment

Stimulates **creativity**

Inspires learners who are demotivated or disengaged

Motivation for **improvement**

Cultivates **openness** for **change**

The School Enterprise Challenge

- Free educational programme by Teach A Man To Fish
- Participants (students and teachers) go on an entrepreneurial journey
  - Business Idea -> Business Plan -> Launch and run
- A great platform for developing 21st century skills and using Appreciative Inquiry

www.schoolenterprisechallenge.org

Introducing learners to Appreciative Inquiry

Individual Self-Discovery exercise

Duration: 30 minutes
Materials: Paper and pens

Instructions:

- Ask learners to **recall** and **draw** the **happiest moment** of their life (10 mins)
- Get learners to **take it in turns describing** their drawing to the rest of the group (20 mins)
- Encourage **active listening** and **questioning**

How to use the 5 D's of Appreciative Inquiry with your learners

2. DISCOVERY
What are
our strengths?

4. DESIGN
What action do
we need to take to
make it happen?

1. DEFINE
What is
our desired
outcome?

3. DREAM
What would
work well in
the future?

5. DEPLOY
We're taking
that action.

Step 1: Define

I. DEFINE

What is our desired outcome?

Establish the focus and scope of the inquiry

Frame the topic in a **positive** way

For example: *"How can we build a school business team that everyone is proud to be part of?"*

Make sure it's a topic which is **within the power of your students** to do something about

Step 2: Discover

2. DISCOVERY

What are
our strengths?

Draw out stories of the system at its best

Create a **list of high points** or peak moments

E.g. When was the team working at its best? How did it feel to be part of a team that is working well? What was important to you about this experience?

Invite students to **reflect** on their **positive memories** and the **skills** and **strengths** which led to the positive experience

Step 3: Dream

3. DREAM

What would work well in the future?

Collecting the wisdom and imagining the future

Get students to write their **goals** related to the topic, building on the strengths and skills they identified in the Discover stage

E.g. What does the ideal team look like to you? What does great teamwork mean to you?

The sky's the limit!

Step 4: Design

4. DESIGN

What action do we need to take to make it happen?

Build bridges to the future based on the best of the past and the present

Get students to draft an **action plan** of **specific steps** they need to take **to reach their goal**

"If you were granted three wishes for this situation, what would they be? And what could you do to start making those wishes come true?"

Step 5: Deploy / Destiny

5. DEPLOY

We're taking that action.
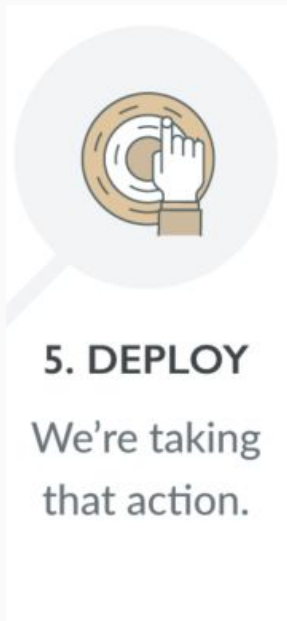
Making it happen

Commit to the aspirations and actions you agreed on - make clear who will do what, when

Acknowledge and **celebrate** your students' accomplishments

Encourage students to note their **progress** and **reflect** on it with their classmates
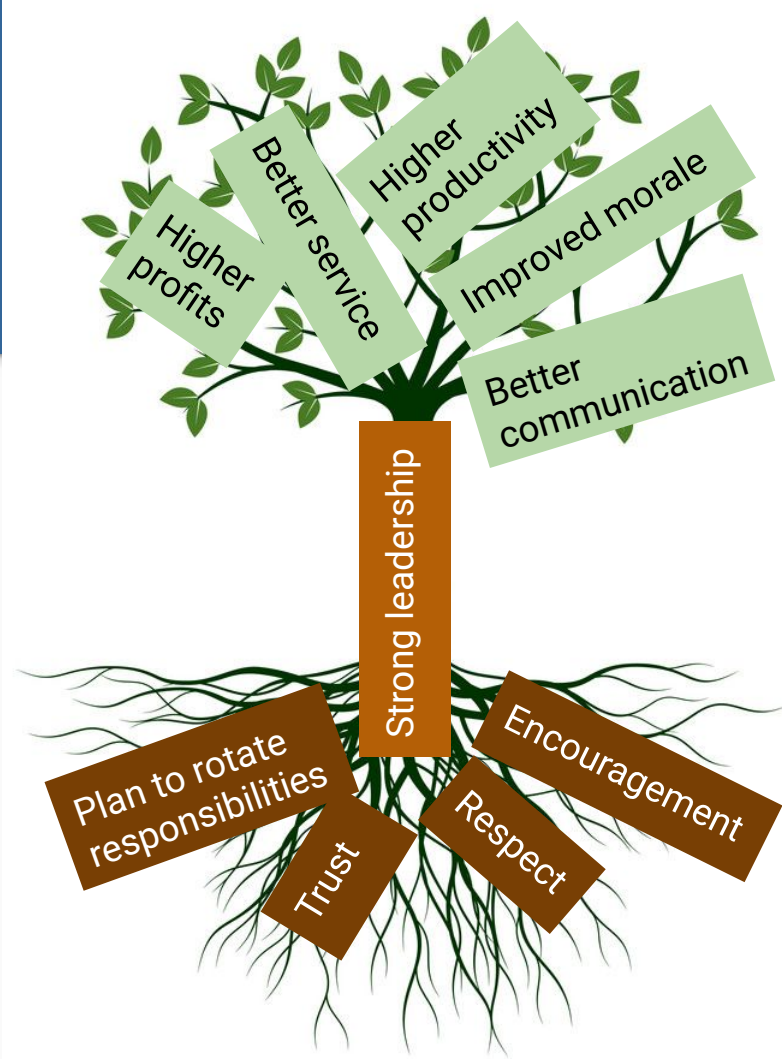
Step 1:
The Problem Tree

1. Define the problem

2. What roots are feeding the problem?

3. What leaves will your problem tree grow?
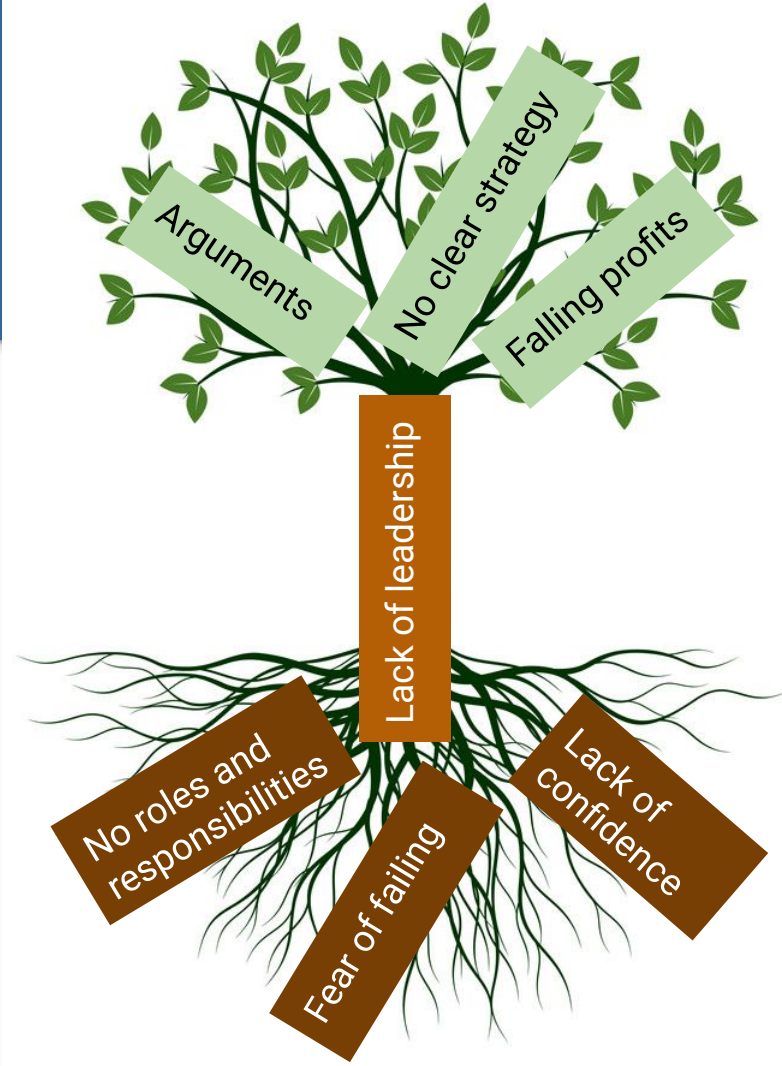
Step 2:
The Opportunity Tree

1. What's the opposite of your problem?

2. What nutrients do you need to feed the roots of your opportunity tree?

3. What leaves will your opportunity tree grow?

Useful resources

- More information and resources on the AI Commons website
- Lots more AI tools, activities and exercises
- Article on How to Use Appreciative Inquiry to Coach Students for Academic and Professional Development
- SOAR (Strengths, Opportunities, Aspirations, Results Analysis) worksheet which could be adapted for learners

Recordings of Webinars 1-4 on YouTube

Teacher Webinar 1
Introduction To The Growth Mindset

Part of the webinar series on
Developing Resilient Young People

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Webinar 1:
[Introduction to the Growth Mindset](#)

Teacher Webinar 3
Supporting Students To Become Problem Solvers

Part of the webinar series on
Developing Resilient Young People

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Webinar 3:
[Supporting Students to Become Problem Solvers](#)

Teacher Webinar 2
Supporting Students To Learn From Mistakes

Part of the webinar series on
Developing Resilient Young People

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Webinar 2:
[Supporting Students to Learn from Mistakes](#)

Teacher Webinar 4: Effective Questioning

Part of the webinar series on
Experiential Learning: Preparing Young People for Success after School

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Webinar 4:
[Effective Questioning](#)

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School Enterprise Challenge

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