



Appreciative Inquiry Generic Interview Questions

1. How long have you been involved with this organization?
2. What attracted you to participate with this organization?
3. Reflecting back over your time here at _____, you've certainly had, as we all have, high points and low points. Tell me a story of a high-point experience, a time when you felt enlivened, energized, engaged and/or fulfilled.

Or

Reflecting back over your professional career you've certainly had, as we all have, both high points and low points. Tell me a story of a high-point experience, a time when you felt enlivened, energized, engaged and/or fulfilled.

3.1 What was it about you that made the high-point experience possible?

3.2 What was it about the situation that brought out your best?

Transformational Conversations

Discover
Dream
Design
Destiny



4. Without being humble, what do you value most about yourself? Your life?

5. Imagine that you fall asleep and you wake 10 years into the future. You discover that you have become the person you aspire to become. You are living the life you truly want to live. Describe your life to me. What does it look like? What's the same? What's different?

Or:

Imagine that you fall asleep and you wake 10 years into the future. **You discover that both you and the organization have changed in all the ways you most want them to.** Describe this ideal world to me. What does it look like? What's the same? What's different? What was your role in making this future a reality?

Or

If you could have three wishes granted to strengthen the health and vitality of this organization, what would your three wishes be?

a.

b.

c.