

APPRECIATIVE INQUIRY

Reflective writing template example

Looking at the Workplace Capability Framework's Domain 2.2 for all levels and roles, we will use the Appreciative Inquiry Model to think about how we establish relationships and utilise/foster knowledge referral pathways and networks. This domain invites each level and role to think about the following:

- > The distribution of power within our organisation
- > The networks we are prioritising to better support our clients
- > The relationships we bring to our organisation that support our collective work

Discover:
Dream:
Design:
Destiny:

Possible question prompts

DISCOVER

What are our strengths individually, as part of a team, as a team, and as an organisation?
 How do our strengths help us grow, change, adapt, and improve?
 What do we bring to the sector?
 What do we do exceptionally well?
 What makes us the best we can possibly be?
 In what ways do we effectively distribute power within our organisation?
 What are our strengths and best practices in building networks that prioritise the support of our clients?
 What do we do well with the relationships we bring to our organisation and how are these relationships successful in supporting our collective work?

DREAM

What are our positive achievements?
 What are our successes?
 What possibilities do we envision for ourselves?
 What possibilities do we envision for our team or organisation?
 What are some of our aspirations and wishes for the future?
 What do we see ourselves achieving in the next five years?
 How will we envision positive distributions of power in our organisation?
 What possibilities do we envision for building networks that prioritise better support for our clients?
 How do we envision the relationships we bring to our organisation and the ways we can support our collective work?

DESIGN

What strategies do we have to achieve for what we envision for ourselves, our teams, and our organisation?
 What strategies do we have to build on our aspirations and to make our wishes come true?
 What strategies do we have to achieve a distribution of power within our organisation?
 What strategies do we have to build our networks so we are prioritising better support for our clients?
 What strategies do we have to build relations so they better support our collective work?

DESTINY

How will we bring our dreams and designs to life?
 How will we sustain our relationships and knowledge of referral pathways and networks?