

# Building Strength-Based Communities Through Appreciative Inquiry and Appreciative Resilience



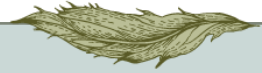
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Carolyn Ives



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# Overview



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What is Appreciative Inquiry (AI) and Appreciative Resilience (AR)

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Exploration of AI/AR practices

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Community of practice



Name one thing you have appreciated about  
this Lilly conference

Share your thoughts with your neighbor

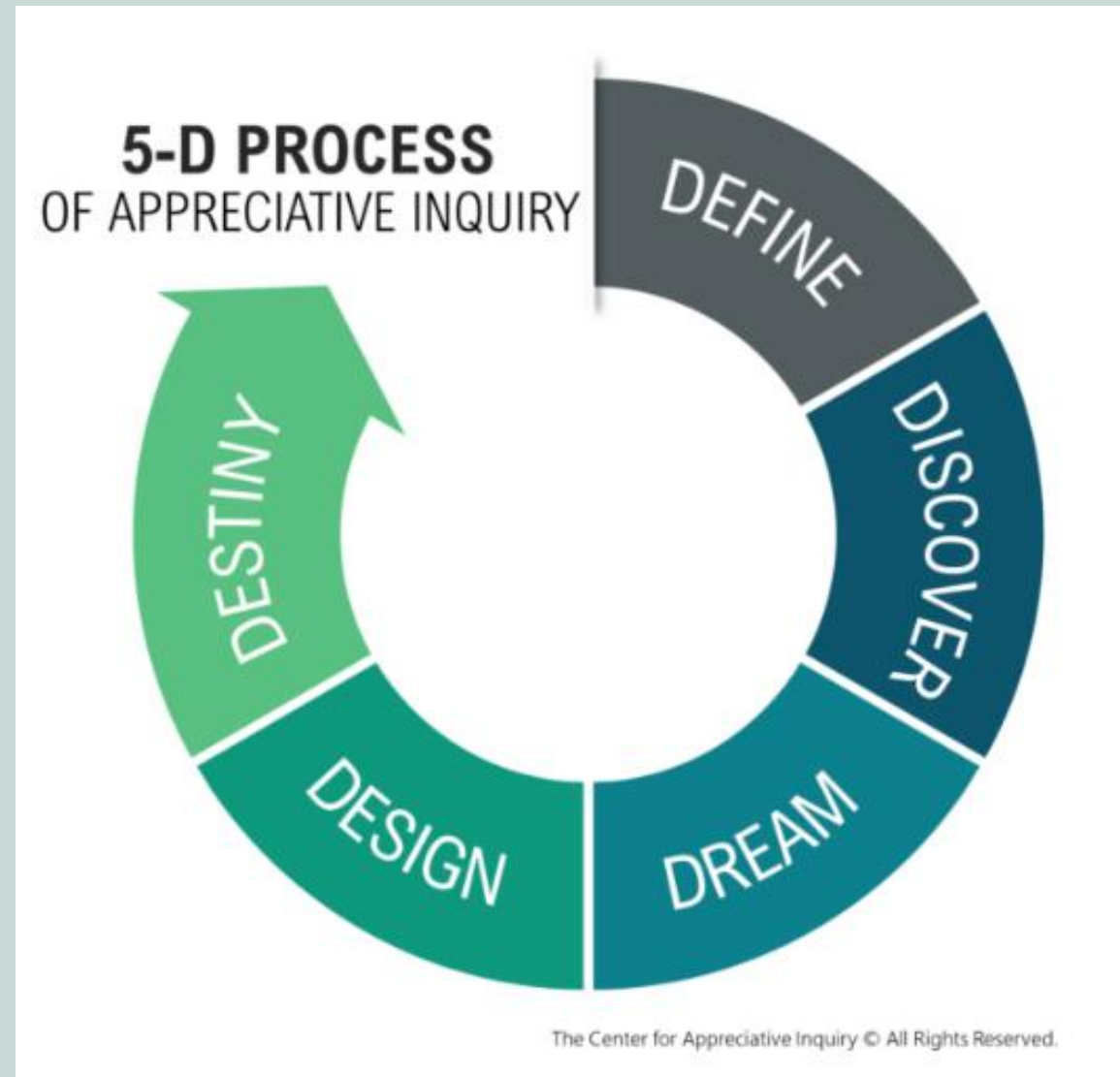


# What Is Appreciative Inquiry?



- A **positive, strength based, participatory methodology** that seeks to discover the best in people and their organizations. (Cooperrider, 2008)
- AI uses **story telling** to help people bring the best of the past into their current reality and project it into their future. (Stratton-Berkessel, 2010)
- A way of being in the world – a philosophy and a practice

# The Center for Appreciative Inquiry



(Center for Appreciative Inquiry, 2025)

# What Is Appreciative Resilience?

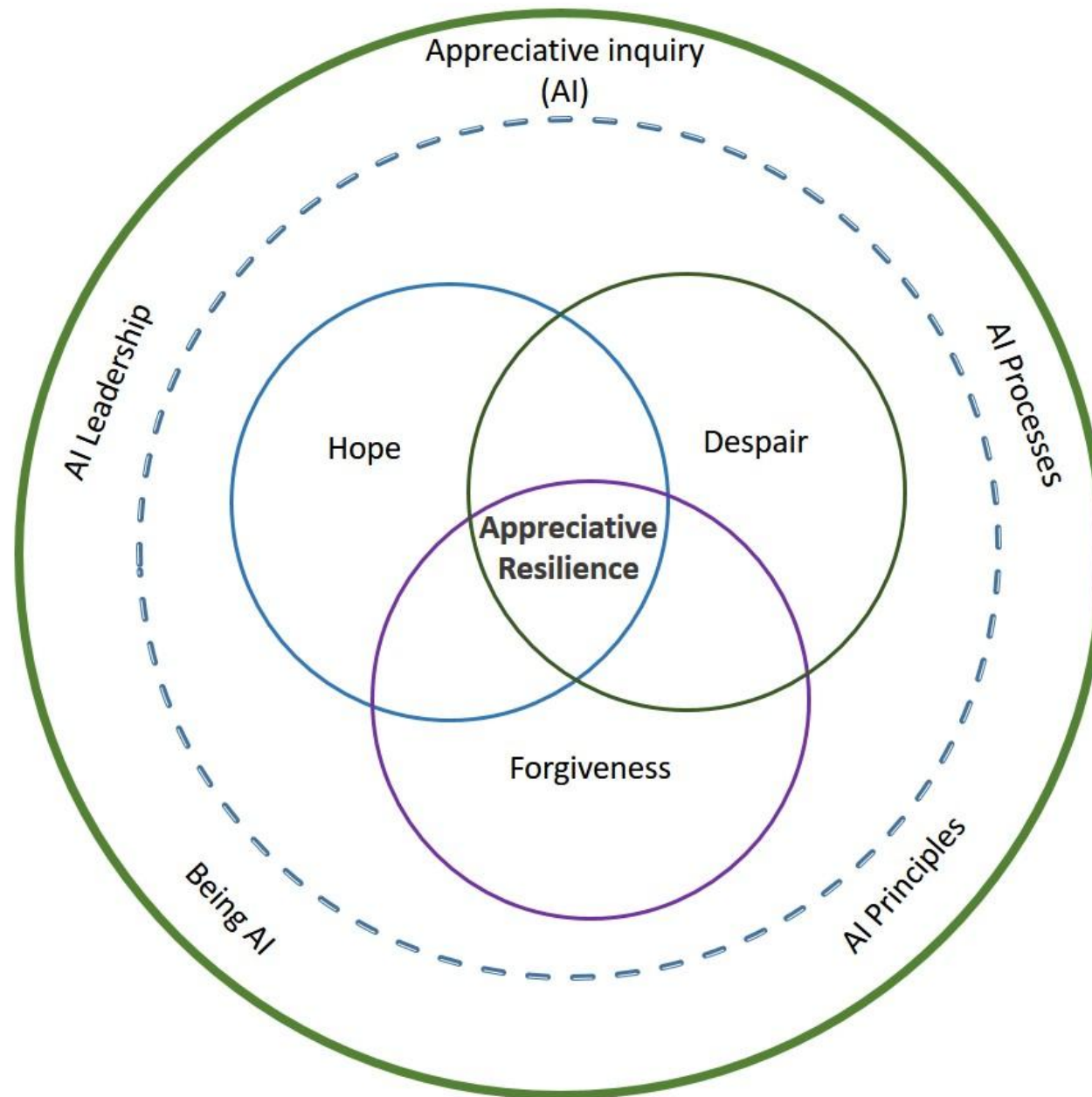


- Ability to adapt, NOT “bounce back”; moving through and learning from challenge
- Resilience can be learned

(Seligman; Reivich & Shatte; Luthans; cited in McArthur-Blair and Cockell, 2022)

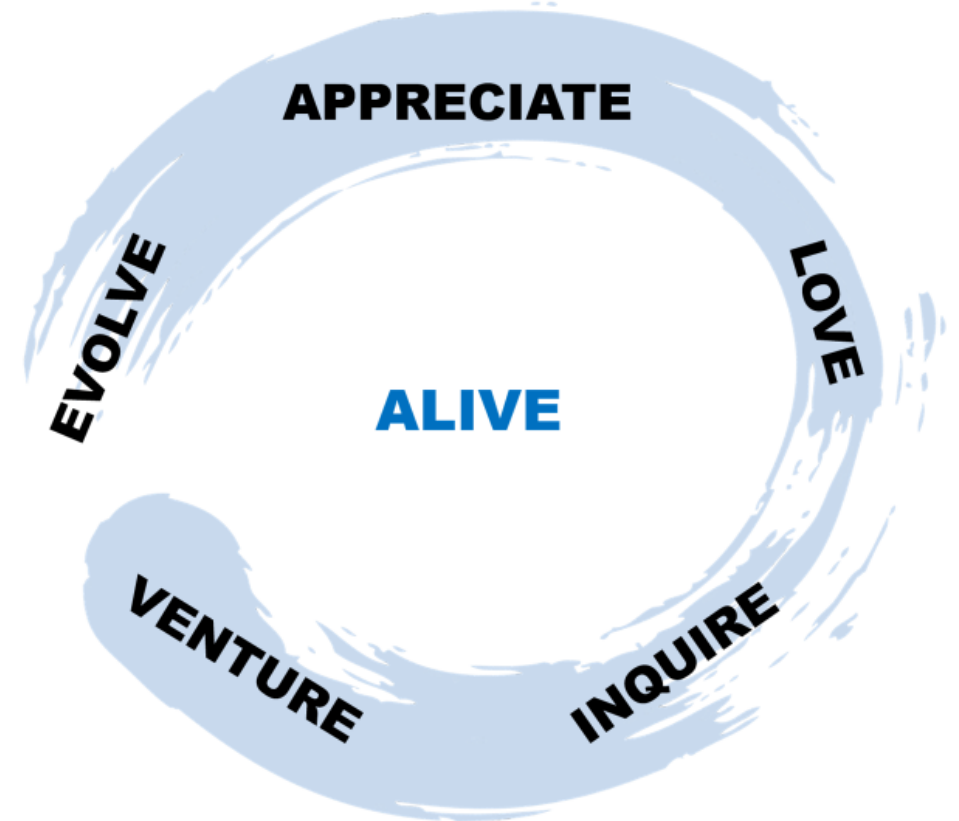
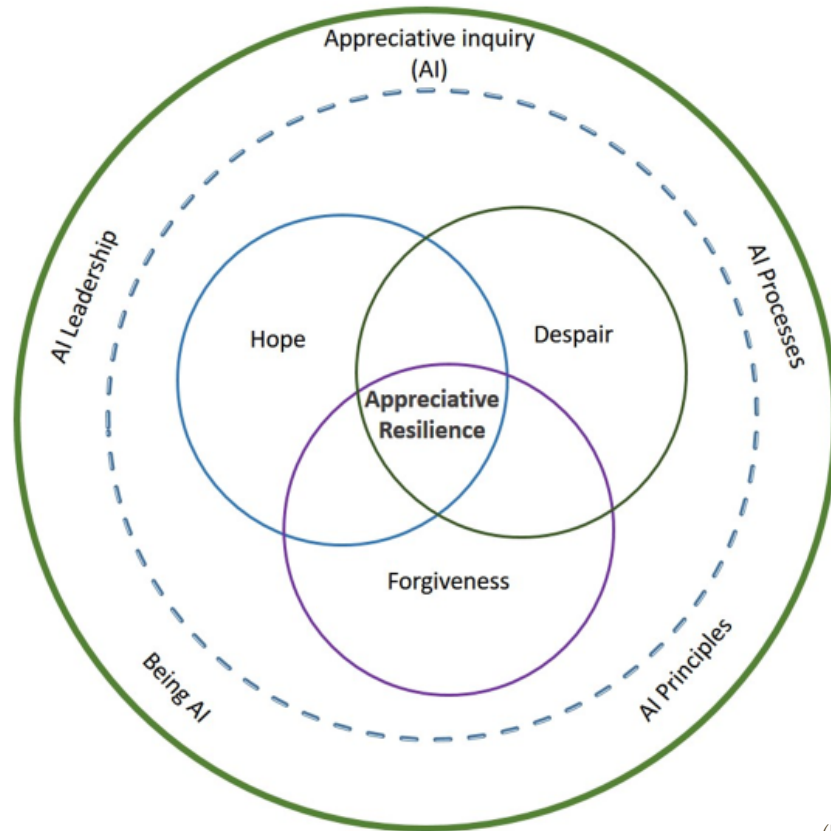
- Three traits:
  - Acceptance of reality
  - A deep belief that life is meaningful
  - Ability to improvise, be flexible, imagine possibilities

(McArthur-Blair and Cockell, 2022)



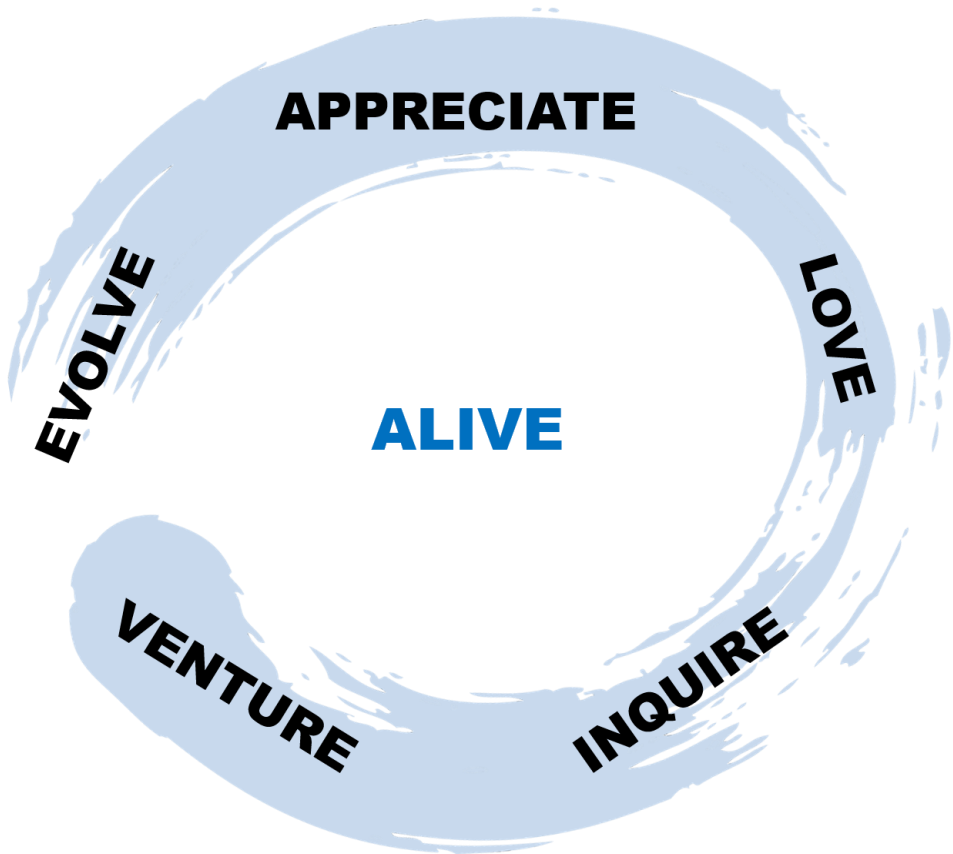
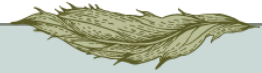
(McArthur-Blair and Cockell, 2018)

# What Is Appreciative Resilience?



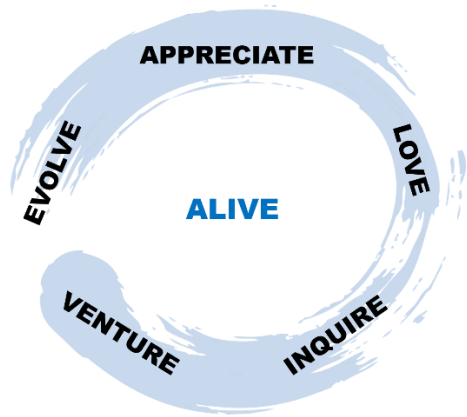
(McArthur-Blair and Cockell, 2018)

# Being Authentically **ALIVE**



- *Appreciate* – value; increase in value; grasp the significance of; be fully aware of; express gratitude
- *Love* – deeply care for yourself and others; be open and present with others; be loved and cared for by others
- *Inquire* – ask questions; be curious; seek to learn; research; engage in dialogue
- *Venture* – undertake; show courage; brave the risks
- *Evolve* – develop; unfold; expand, open

## ***Being Authentically ALIVE***



***Appreciate – value, respect, gratitude,  
acknowledge, admire***

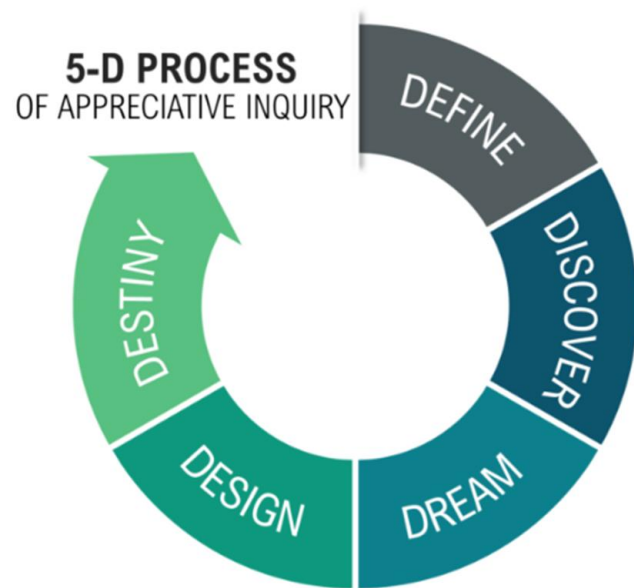
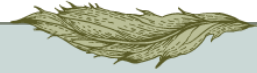
***Love – compassion, care, give and receive***

***Inquire – ask questions, explore, curious, discuss, explore***

***Venture – move forward, show courage, brave***

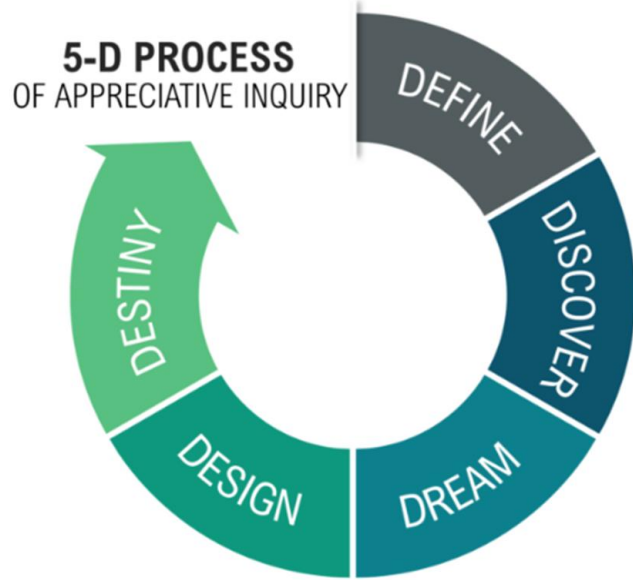
***Evolve – Progress, transform, grow***

# 5 D Model Activity



- What you would like to improve / grow
- Tell about a time when you and/or your team did this well
- Create a provocative intention – one sentence to capture
- Identify the steps you will take to move this forward
- Do it!

## **5-D Process of Appreciative Inquiry**



***Define - what you would like to improve/grow***

***Discover – Talk about a time when you and/or your team performed at your best***

***Dream – Create a provocative Intention – one sentence to capture your vision***

***Design – Identify the steps you will take to move this forward.***

***Destiny – Do it!***



# The Joy of Appreciative Living by Jacqueline Kelm

1. Write three things that you appreciate or are grateful for
2. Write one thing that you can do today (or tomorrow) that will bring you joy





# Journey to AI/AR Community of Practice

[Center for Appreciative Inquiry](#)

Two workshops on AI and AR

[Appreciative Resilience Portfolio](#)

Community of Practice with 2 – 3 meetings per semester

**An oasis of positivity**



# Next Steps



- Dive into Appreciative Inquiry
  - [The Center for Appreciative Inquiry](#)
- Explore Appreciative Resilience
  - [Appreciative Inquiry in Higher Education](#)
  - [Building Resilience with Appreciative Inquiry](#)

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