

## Episode 17 - Appreciative Inquiry Paired Conversations



### Interview Guide

#### **Instructions:**

This exercise is a way to highlight the principles of AI. You can use this with one other person or with groups of people. In either case, you begin by getting together with another person and take turns interviewing each other. Think of this, not as a journalistic interview (just the facts ma'am), but rather as a special opportunity to share stories with one another. Use the questions below as a guide to get you started. As you listen, what else are you curious about? Feel free to ask additional questions that flow naturally from your curiosity. Learn as much as possible about your partner and his/her experience.

Each interview will last for 10 minutes. Use a timekeeper to let you know when it is time to switch.

#### **Interview Questions**

1. Think about a time when you were part of a team, project, organization, community or family event where you felt most engaged. Recall a high point experience, a time when there was exceptional collaboration, support, and mutual respect.

- Tell me the story. What was the happening in the situation?
- What specifically makes it stand out to you as a high point experience in your life? What was it like for you to be involved in this experience?
- In what way did you contribute to making this experience special / memorable?
- In what way did the others involved contribute to making the experience special / memorable?

2. Now think about the interactions and relationships of the person or people you're doing this exercise with. As you recall this past experience, what three wishes do you have for this person or group gathered here today?

If your experience includes a group of people, come together in small even numbered groups. Here are the instructions for Interview Highlights in Small Groups

#### **Connect with us!**

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Rethinking Leadership Podcast <https://soundcloud.com/rethinkingleadershippodcast>

**Partner Introductions.** Every small group member takes a turn introducing their interview partner to the group. Include the following in your introduction:

1. Tell the group your partner's name and a name for their story. For example, "I interviewed Susan and her story is called "Lions, Tigers, and Teamwork, Oh My!" She shared a story about volunteering at the San Diego Zoo."
2. Share highlights or high points from their story. Resist the temptation to retell the story! You won't have time for that. Think about what you found most interesting, exciting, or awe-inspiring. Share that!
3. Tell your small group one important thing you learned about your partner that you didn't know before.

Timeframe: 5-minutes per person

**Small Group Summaries.** Once highlights from all stories have been shared, in your small groups, ask yourselves the questions below. It is helpful if a group member takes notes during this conversation, as the final step is for you to share what you've discovered with the other small groups.

1. What common themes do we notice among our stories?
2. What are we discovering about our shared passions?
3. What else stands out for you?

Timeframe: 15-20 minutes

**Whole Group Report Out.** Choose a spokesperson for your group. Your spokesperson will share your "report out" with the entire group. You may wish to write your Report Out together prior to your spokesperson sharing, if time permits. Report Out consists of:

1. The most prevalent or relevant theme heard through your stories.
2. Two take-aways related to what you discovered about your shared passions.

Timeframe: 3-5 minutes per group

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