

Figure 2.7: Success Tool—Appreciative Inquiry

Instructions: Start with the questions shown for each of the four D's to examine the team's collective or individual big rock.

1. **Discovery:** What is working best now for us and for others in similar contexts?

2. **Dream:** What can we imagine could be?

3. **Design:** How can we collaboratively define and develop what can be?

4. **Destiny:** How will we achieve together what we designed?

Next, have the team ask, reflect on, and answer the three follow-up questions.

1. What is a wish you would make for our or your big rock if it were guaranteed to come true when worded positively?

2. What is happening or has happened that has positively impacted the school and has potential to help address the big rock?

3. What other positive questions can we ask those we guide as they look at data, performance gaps, and factors and imagine better outcomes?

Facilitation tip: A helpful question to ask when a person or group brings up a negative or a complaint is "We hear what you are saying. In your imagination, what would that look like if it were solved well?"