

Appreciative Questioning & Witnessing

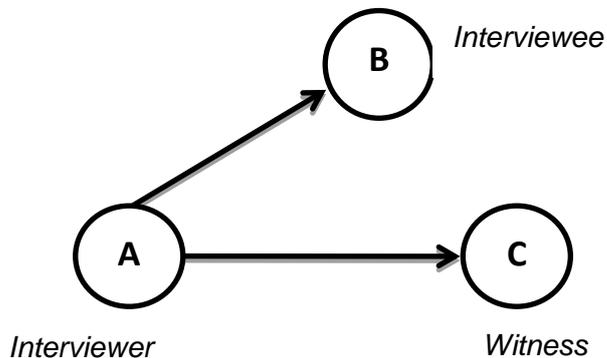
Purpose: get inspired by success stories.

We do this through two coaching techniques: appreciative questioning and witnessing. The appreciative questions will help you dig deeper through the layers of a successful project ('dig for the gold'). The witnessing can help provide new insights and internalise some of the lessons learned.

Time: ca. 40 minutes for the interview and witnessing and 20 for reporting of 5 teams to the group

Guidelines:

1. Form groups of 3 people (not with colleagues from your country).



2. Divide roles: A is interviewer, B is interviewee, C is witness. Read the instructions together, *only the interviewer and witness read the (sample) questions on the back!*
3. Person A interviews person B about a success story – in the pilot project, an event or activity that she is most proud of. It is important that person B thinks of a concrete situation in which she was personally involved (keep it small). After this B helps A explore the resources, competences and other factors that made this experience successful. It is important that you formulate your questions appreciatively. Use the (sample) questions on the back page and add your own if needed. Person A can take a time-out with person C to discuss the best questions to ask from B; *please do not ping-pong questions, there is only 1 interviewer per round!* Person C, the witness, listens to the story of A and notes down the aspects that catch her attention.
4. Person A interviews person C (the witness) using the (sample) questions from the back page.
5. Back to the interviewee (person B): how was it for you? What do you take from this?

Wrap-up with the whole group: share and list some of the main resources and competences that surfaced in the stories. What we can take from this, how can we use this for the future?

This workshop format has been developed by the Tandem Programme as part of the Cultural Managers' Exchange.

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Appreciative questions:

- no judgement
- no associations
- no advice

Sample questions

3. Person A interviews person B about a success story:

- What is your story about?
- Who was involved and what did they do? What happened next? What else?
- What was particular exciting about this situation? What makes you proud of it?
- Which challenges did you overcome?
- How did you manage to overcome these difficulties?
- How did you know what to do?
- What would you call the resources or competences that you were able to draw upon?
- What was the role of your team or other people around you?
- What did you learn from this story? How would you call this experience?
- How can you use these resources and competences in other situations?

Interviewer & Interviewee

4. Person A interviews person C (the witness) using the following (sample) questions:

- What has caught your attention?
- What does it tell you about B's strengths, resources and competences (how did they show in the story)?
- What does it tell you about what's valuable or important for B (how did these values show in the story)?
- How come these things caught your attention – what does this tell about your own experiences, values and competences?
- Which considerations have this witnessing given you? How can you see yourself applying these experiences, abilities and values in your work or organisation?

Interviewer & Witness

5. Back to the interviewee (person B): how was it for you? What do you take from this?