



- What would a person or a child (or family, practitioners in social agency, colleagues in workplace) would say was good for you to be able to do that?
- What else?

Amplifying Questions

- What enabled you to do that? (current strengths)
- What in your life up until now contributed for you to be able to do that? (resilience)
- What future goals enabled you to do what you just told me? (future oriented strengths)

Amplifying Questions

- In what you just mentioned, please tell me what you found most proud of yourself or what you were most pleased with.
- In where is your best effort shining thru in what you just mentioned?
- How did you do that?
- If someone was being asked, what would they say about how you did?

Amplifying Questions

- What did you find proud of in your work recently?
- Tell me one thing you thought you went for extra miles, stretched yourself over the limit in work recently.
- What do you think is better even a little bit since the last time we met till today?

Eliciting Questions

Reflecting Questions

- What meaning did that bring to you?
- What you just described me today, i.e., what you were pleased with or proud of, what do you think they add to you?
- In what would a person or a child (or family, practitioners in social agency, colleagues in workplace) find something good?



AI Miniature Book: An Exemplary of Questions

Appreciative Inquiry

"In weakness, find strength."
Patricia Deegan

SIGNs+

Hishikawa, A., Okano, N., Ashikaga Y. & Nakao S.

AI is helpful in:

- You will no longer be defensive. Your urge to tell will be curbed. Your dialogues will gain depth and width which in turn will lead to balanced decision making.
- You will be able to elicit and reinforce strengths and successes (thus possibilities) in clients and those connected to the client, in colleagues as well as in organization.
- You will gain deeper understanding of others as well as mutual respect and trust, which will help promote collaboration.
- You will be able to talk about things which are not easy to bring up despite its significance. i.e. 'harm', 'worries'
- Sharing the examples of good practice that are recognized as such by clients and practitioners help the organization to grow.

EARS

1. **E**licit
 - - With unconditional trust and optimism, elicit the positive.
2. **A**mplify
 - - Ask questions not just about what happened but more on how could that happened.
 - - Ask questions that will require describing behavioral and concrete aspects of good thing.
 - - Skillfully use the Solution Focused Approach questions
 - - Smiling, nodding and minimal verbal encouragers are enough to convey your positive perception, no interpretation or no comments.
3. **R**eflect
 - - Ask to describe what meanings it had for them for we have not known until we hear.
 - - Not your evaluation. Not your reflection of others story.
4. **S**tart Over
 - - Start again from 'Elicit'.