

## Appreciative inquiry: organization development

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### Abstrak

Appreciative inquiry (AI) is a form of organizational analysis and development based on understanding what currently works well and then building on strengths to make an even better organization. This Infoline describes principles of AI, including using positive language and storytelling to cause change; the 4-D model of discovery, dream, design, and destiny; and the HPI-AI model, which enables workplace learning and performance professionals to apply AI in the context of performance. The issue also provides general tips for using AI, a sample appreciative interview, and other helpful tools and information.