

Generative Questions

(Adapted from Jackie Stavros & Cheri Torres, *Conversations Worth Having: Using Appreciative Inquiry to Fuel Productive and Meaningful Engagement*, 2018 by Berrett-Koehler Publishers: [Click Here to Order](#))

- **Make room for diverse and different perspectives:** *How do you see it? When are customers most satisfied?*
- **Surface new information and knowledge:** *How did they manage this process at your previous plant? What was your experience like? What worked for you?*
- **Stimulate creativity and innovation:** *What might be possible if we merge marketing and development?*
- **Focus on the best of what is and what might be:** *Tell me a time when communication worked really well. What are parents of healthier children doing? How would we know if we had exceptional communication across the organization?*
- **Inform what you might do, the results you might want from each perspective?** *What can we do that allows you the care and me my peace of mind? What has to happen for you to be onboard?*
- **Deepen connections – engages those on the side lines:** *How do you see it? What is important to you about this project?*
- **Generate understanding and strengthen relationships:** *Can you say more about what you are thinking? Help me understand your perspective? Are you saying . . .?*
- **Allow strengths to show up:** *How might each of you contribute to the success of this venture? To classroom? To this project? To this gathering?*
- **Make wishes come true:** *What are three wishes you have to make this place a more engaging work environment?*

