



THE APPRECIATIVE INQUIRY CONVERSATION

*Its Impact on Affect, View of
Self, and Creativity*

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Quick Overview

- **Intervention Approach and Focus**
- **Importance of Research and Goals**
- **Proposed Model**
- **Hypotheses**
- **Pretest Results**
- **Future Research**

Intervention Approach

- **Appreciative**
Positive based questions
What's right or what is the best...
- **Non-Appreciative**
Deficit based questions
What's wrong or what are the problems...

Appreciative Intervention

- Valuing
- Dialoguing
- Envisioning
- Innovating

Non-Appreciative Intervention

- Identification of Problems/Barriers
- Cause Analysis
- Problem-solution
- Action Planning and treatment

Focus

- Self

Think about a time when you...

- Organization

Think about a time when the organization...

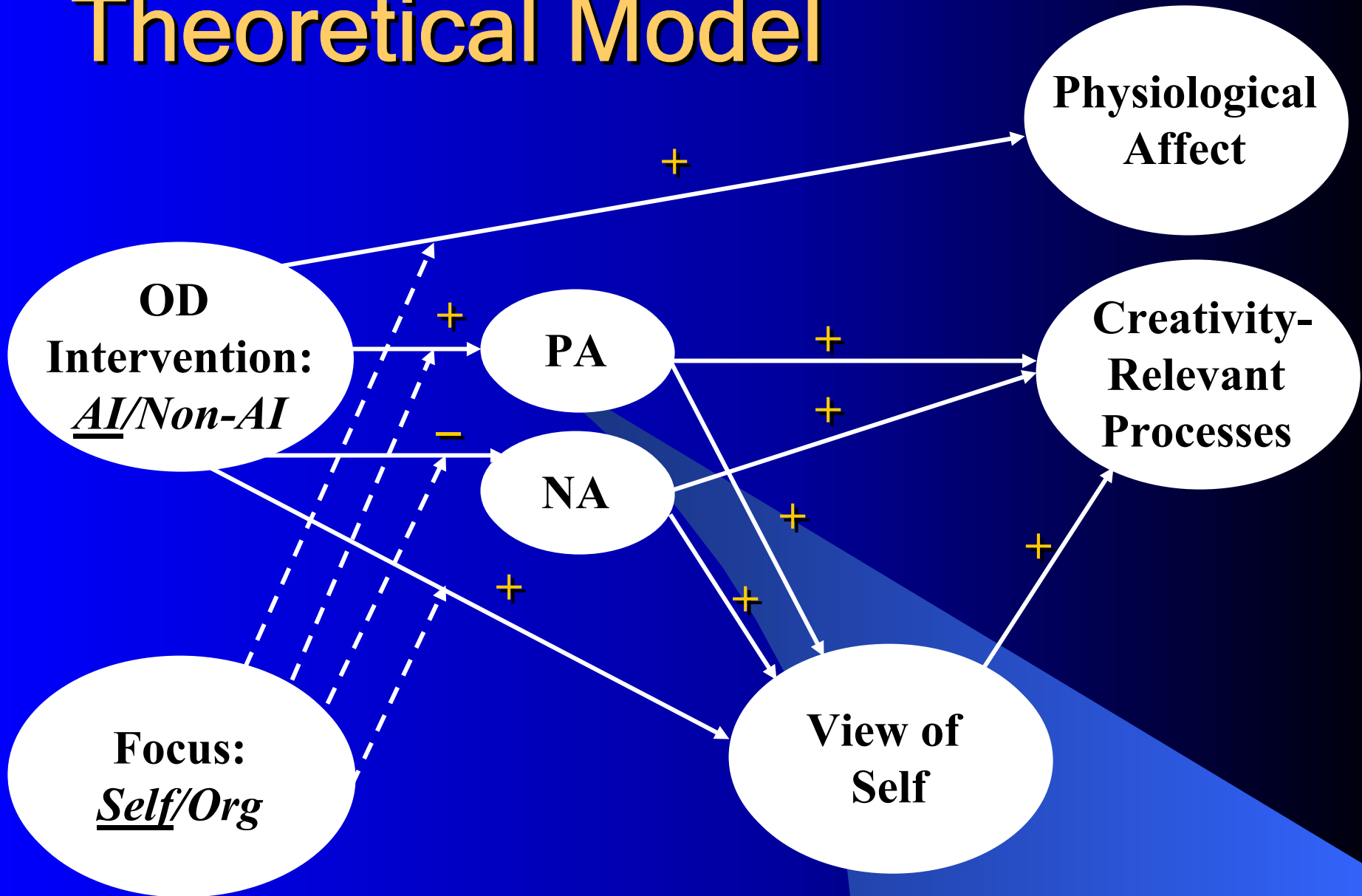
Importance of this Research

- Only one empirical study to date
- Isolate various aspects of the phenomena
- Bridge scholarship with the *Positive Psychology Movement*

Research Goals

- Develop theory
- Generate dialogue
- Cross academic disciplines
- Create research partnerships

Theoretical Model



Hypotheses

HY 1: The *Appreciative Intervention* leads to more favorable cognitive affective states (activated Positive Affect/+PA and activated Negative Affect/-NA) and a healthier physiological affect (favorable Heart Rate Variability/+HRV).

HY 2: An *Appreciative Intervention* will have a direct positive influence on View of Self.

HY 3: When the *Focus is on the self*, it will moderate in a favorable direction the influence of the *Appreciative Intervention* on affective states (+PA/-NA/+HRV) and View of Self.

HY 4: An increase in activated PA (+) and decrease in activated NA (-) influences a more positive View of Self.

HY 5: An increase in activated PA (+) and decrease in activated NA (-) influences higher levels of Creativity-relevant Processes.

HY 6: More positive View of Self influences higher levels of Creativity-relevant Processes.

HY 7: The *Appreciative Intervention* leads to higher Creativity-relevant Processes when mediated by favorable affective states (+PA/-NA) and positive View of Self.

HY 8: Participants engaged in an *Appreciative Intervention*, when the *Focus is on the self*, will show more favorable affective states (+PA/-NA), more Positive View of Self, and higher levels of Creativity-relevant processes.

Pretest Findings $(N = 44)$

- **Appreciative**

Self: Negative Affect Decreases ($p < .10$)

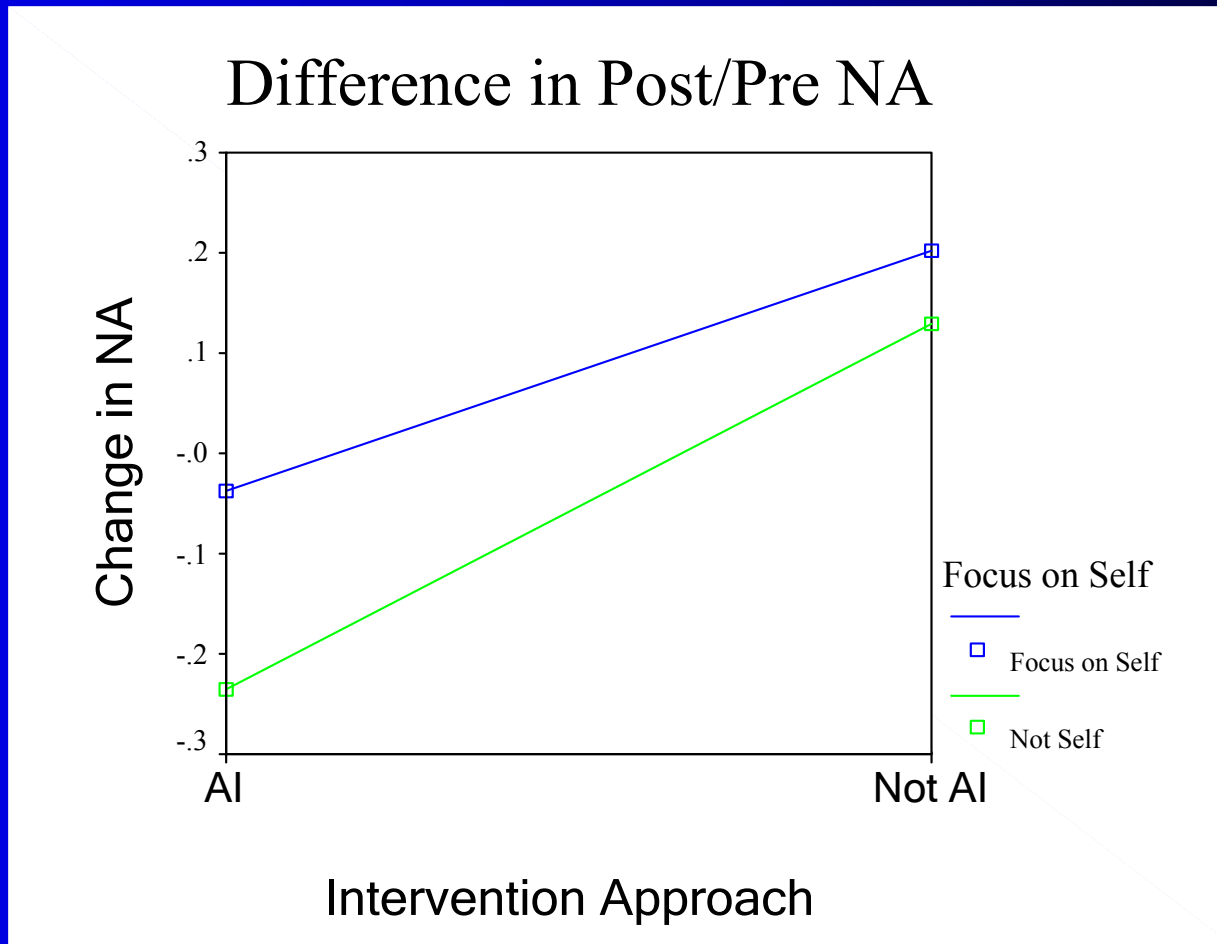
Org: Negative Affect Decreases ($p < .05$)

- **Non-Appreciative**

Self: Negative Affect Increases ($p < .10$)

Org: Negative Affect Increases ($p < .05$)

Pretest Findings ($N = 44; p < .10$)



Future Research

- Understanding the implications of different favorable affective states associated with an Appreciative Intervention.
- Additional learnings from the dyadic conversations; what is the impact of *emotional contagion*?
- Isolating the phenomena; how much impact do the positive questions themselves evoke?
- Sustaining the affect; how are favorable impacts maintained in the workplace?