The Five Principles of Appreciative Inquiry and ICF Core Competencies

Constructionist, Simultaneity, Poetic, Anticipatory, and Positive

The Constructionist Principle
Words Create Worlds (1)
Reality is Constructed through Language (2)

Our words are generated, agreed, and shared in conversations. We create our understanding of what-is largely through the choices we make in our language.

3) Establishing Trust and Intimacy
4) Coaching Presence
5) Active Listening
6) Powerful Questioning
7) Direct Communication
8) Creating Awareness

The Principle of Simultaneity
Inquiry Creates Change (1)
We Live in the World Our Questions Create (2)

The questions we ask, guided by the direction of our curiosity as we frame those questions, begin the process of change and shape the outcome we are creating.

5) Active Listening
6) Powerful Questioning
8) Creating Awareness
9) Designing Actions (especially exploring alternatives)

The Poetic Principle
We Can Choose What We Study (1)
Whatever We Focus on Grows (2)

The experience people have in a group or organization is created through the stories they tell one another. Stories evoke ideas, relatable frameworks of understanding, and resonant feelings. Focusing on positive experiences and qualities in the group and its members inspires the best.

3) Establishing Trust and Intimacy
5) Active Listening
6) Powerful Questioning
7) Direct Communication

The Anticipatory Principle
Image Inspires Action (1)
Vision is Fateful (2)

The vision people carry of the future influences their focus and choices as they create the future.

6) Powerful Questioning
8) Creating Awareness
9) Designing Actions
10) Planning and Goal Setting

The Positive Principle
Positive Questions Lead to Positive Change (1)
Positive Emotions Broaden Thinking and Build Resources (2)

The energy and motivation for change requires Positivity (positive emotions), social support, and social collaboration (bonding). Positive questions that connect people with their Positive Core and a group's Positive Core (values and strengths) generate Positivity and promote connection and bonding.

4) Coaching Presence
6) Powerful Questioning
8) Creating Awareness
9) Designing Actions

(1) Center for Appreciative Inquiry
http://www.centerforappreciativeinquiry.net/more-on-ai/principles-of-appreciative-inquiry/

(2) Jackie Kelm
http://www.appreciativeliving.com/files/Kelm_AI_Principle_Summary.pdf