

Appreciative Interview Guide for Work Place Introductions

Instructions: In pairs interview take time to interview one another using the following questions. Be a generous listener. Do not dialogue, rather take turns to actually conduct an interview. If you need more information or clarification ask additional follow-up questions. Use this sheet to record the results of your interview. When your interviews are completed you will present the results to the wider group.

Before you conduct the interview take a minute to read the questions and decide how you will personally answer the question and make a mental note of your response. Now proceed with the interviews, paying full attention to the interviewee rather than to your story.

1. Peak Experience: Tell me a story about a time in your work life when you felt most alive, creative, excited, successful, enthusiastic. Make yourself the hero-heroine of the peak performance experience. Describe how you felt. Who else was involved? Describe what you did as a result of the experience. Describe the event in detail.

2. Values: Without being humble, tell me what it is that you most value about yourself.

3. Introduction Task: Introduce your partner to the group by sharing the high point in his or her life and the one thing they most value about themselves that you learned from the interview.