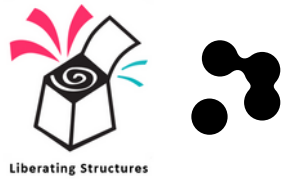


# APPRECIATIVES INTERVIEWS

#Identify



**Identify the primary causes of success to draw inspiration from them** 8 - 16 1h

## Benefits

**For the facilitator** Encourage innovation.

**For the participant** Acquire tacit knowledge from successful field experiences.

*This activity encourages participants to focus on positive and successful experiences in their work or team. In pairs, each person shares a story about a successful situation they experienced, explaining what made it possible. These stories are then shared with the group to identify common success factors and inspire future practices. This approach strengthens relationships, creates a climate of positive energy, and helps replicate the conditions that lead to success.*

## Sequence

5 min	<b>Activity presentation</b>	<i>In plenary</i>	The facilitator explains the objective and structure of the activity. They specify a theme or the type of story/experience to be shared.
20 min	<b>Sharing successful experiences</b>	<i>In groups</i>	In pairs, each participant shares a successful experience during 10 minutes. The other participant interviews them, paying attention to what made the success possible.
15 min	<b>Identifying conditions for success</b>	<i>In groups</i>	In groups of four, each person recounts their partner's story. Then, together, they identify the patterns and conditions that enabled the success and take notes.
10 min	<b>Restitution</b>	<i>In plenary</i>	Each group reports their findings to all participants. The facilitator summarises the key takeaways.
10 min	<b>Reflection</b>	<i>In plenary</i>	The facilitator asks questions such as: "How do we invest in the patterns and conditions that promote success?" and "What opportunities do you see to do this more often?"

Use the Liberating Structure "1-2-4-All" to facilitate the reflection phase.

View the template on **Glowb**

### Customisation of tables



### Content

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