

# PiDC

Partnerships  
in Dementia Care

Enhancing Dementia Care for Everyone



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## Appreciative Inquiry

### What is Appreciative Inquiry?

- Appreciative Inquiry (AI) is based on the assumption that every organization has something that works right. The process seeks to discover what it is that gives life to an organization when it is most successful and connected to its members and community.
- AI is different from other problem solving approaches because it focuses on strengths, rather than on what is wrong.
- AI begins by identifying what is positive about an organization and then uses these strengths to envision possibilities for the future.

### The Eight Assumptions of Appreciative Inquiry

1. In every society, organization or group, something works.
2. What we focus on becomes our reality.
3. Reality is created in the moment, and there are multiple realities.
4. The act of asking questions of an organization or a group influences the group in some way.
5. People have more confidence and comfort to journey to the future (the unknown) when they carry forward parts of the past (the known).
6. If we carry parts of the past forward, they should be what is best about the past.
7. It is important to value differences.
8. The language we use creates our reality.

### What is the Appreciative Inquiry Process?

**DAWN**

The purpose of **Dawn** is to build trusting, supportive relationships within the culture change team. Group members develop skills and knowledge related to the philosophies guiding their work. The work of the Dawning phase prepares groups to move forward to Discovery.

**DISCOVERY**

The purpose of **Discovery** is to identify and appreciate the best of what is about a community or organization. This is done by gathering as many positive stories as possible from all key stakeholders. These positive stories reveal what gives life to the organization or community when it is at its best.

**DREAM**

The purpose of **Dream** is to identify what could be and envision new possibilities for the future. Using information from Discovery, participants create a set of aspiration statements which help drive the design of future actions.

**DESIGN**

The purpose of **Design** is to identify actions that will support the new possibilities identified in the Dream phase. Participants create and commit to actions that will help make the aspiration statements a reality.

**DELIVERY**

The purpose of **Delivery** is to identify ways to support and sustain the actions planned in the Design phase. Participants identify the supports needed to implement and uphold the positive changes and work together to make changes.