Mini-Discovery Session

# ****Purpose:****

* To introduce Culture Change Coalition members to the concept of the Discovery phase.
* To practice interviewing skills and to reinforce the benefits of Appreciative story-telling.
* To begin reflecting on possible Discovery questions for your Culture Change Coalition (CCC).

# ****Materials Needed:****

* Copies of the practice Discovery questions for each person
* Notepads, pens or pencils
* Flip chart or whiteboard, and regular or whiteboard markers

# ****Instructions:****

1. Ask coalition members to divide into pairs.
2. Have the pairs interview each other, taking turns. The first interviewer will ask the first 3 questions from the list below and the second interviewer will use the last 3 questions. These questions may be adapted to be more appropriate for the context of your particular CCC:
3. What gives life to [organization] when it is at its best?
4. What would you describe as a great moment at [organization]?
   * What was happening?
   * What were you feeling?
   * What made it a great moment?
   * What were others doing that contributed to this moment?
5. What do you value most about [organization]?
6. Tell me about a time when you felt your voice and opinions were really being heard by [organization]?
7. How do people at [organization] make life positive for you?
8. If you had three wishes for [organization], what would they be?
9. Return to the group and identify key themes that emerged from the interviews. Note these on your flip chart or white board.
10. Reflect on the experience by considering the following questions:

* What was your experience during the interview like?
* What did you like about the experience? What would you do differently?
* How might this information help us as a group in guiding our Discovery process?

As a group, discuss how well the questions worked, and consider what questions might be used or modified and used when the group moves into the *Discovery* phase of the Appreciative Inquiry process.

1. Include a summary of the findings from the summit in your meeting minutes.