"Appreciative Inquiry is the cooperative search for the best in people, their organizations, and the world around them. It involves systematic discovery of what gives a system 'life' when it is most effective and capable in economic, ecological, and human terms. AI involves the art and practice of asking questions that strengthen a system's capacity to heighten positive potential. It mobilizes inquiry through crafting an "unconditional positive question' often involving hundreds or sometimes thousands of people."

--Cooperrider, & Whitney, *Appreciative Inquiry: A positive revolution in change*

"The traditional approach to change is to look for the problem, do a diagnosis, and find a solution. The primary focus is on what is wrong or broken; since we look for problems, we find them. By paying attention to problems, we emphasize and amplify them. …Appreciative Inquiry suggests that we look for what works in an organization. The tangible result of the inquiry process is a series of statements that describe where the organization wants to be, based on the high moments of where they have been. Because the statements are grounded in real experience and history, people know how to repeat their success."

--Sue Hammond, *The Thin Book of Appreciative Inquiry*

"Appreciative Inquiry focuses us on the positive aspects of our lives and leverages them to correct the negative. It's the opposite of 'problem-solving."

--T.H. White, *from the speech,*
Working in Interesting Times:
Employee morale and business success in the information age

"Appreciative Inquiry [is] a theory and practice for approaching change from a holistic framework. . . . AI is a perspective, a set of principles and beliefs about how human systems function, a departure from the past metaphor of human systems as machines. . . . AI recognizes that human systems are constructions of the imagination and are, therefore, capable of change at the speed of imagination. "

--J.M. Watkins, & Bernard J. Mohr,
Appreciative Inquiry: Change at the Speed of Imagination