Appreciatives Interviews

Identify the primary causes of success to draw inspiration from them

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.

Nombre de participants
8 - 16

Durée prévisionnelle
1h

Durée	Nom d'étape	Notes	Mode et Droits	Contenus	Outils
5 mins	Activity presentation	**Notes** - Explain the objective of the activity and how it will be carried out. - Specify a theme or the type of story/experience to be shared.			
20 mins	Sharing successful experiences	**Notes** - Organise the pairs on the different tables. - Start the timer. - Send the announcement once the timer has elapsed and restart it. **Consignes** Take it in turns to tell your partner about a successful experience for 10 minutes. While one tells his story, the other interviews him, paying attention to what made the success possible.		Instructions - Appreciative Interviews - Sharing	00 h 10 m 00 s The second person shares a successful experience.
15 mins	Identifying conditions for success	**Notes** - Send the announcement so that the pairs form a group of 4 with another pair. - Start the timer.		Notes - Appreciative Interviews - Identifying	00 h 15 m 00 s

		Consignes Take turns passing on your partner's story to the other pair. Then, together, identify the patterns and conditions that lead to success. Make a note of them.		Join a ‘Group’ table with your partner to be 4 around a table.
10 mins	Restitution	**Notes** - Send the announcement. - Project the various collaborative notes on the main table for feedback. **Consignes** Share your group work with all the participants.		Come back to the main table.
10 mins	Reflection	**Consignes** Consider the questions: - How are we investing in the models and conditions that promote success? - What opportunities do you see for doing more?		

Légende :

Mode d'animation :

- Tables indépendantes
- Tables synchronisées

Droits des participants :

- Accès bibliothèque table + Interactions contenus + Parole
- Interactions contenus + Parole
- Parole uniquement
- Lever la main