

Appreciative Questions for Constructive Interpersonal Dialogue

Part 1. Understanding Our Communication and Trust

1. What is the one thing you really want each other to hear non-reactively? And your key feelings attached to that? How is this important to you? And how is that important to you?
2. What filters/lens(feelings, beliefs, goals) do you use when it comes to communicating with each other? How does that serve you? The relationship?
3. Think back to a time when you felt that your involvement with each other was most meaningful to you. What was that like? How did you create that? What did you: Do? Feel? Think? Want?
4. What ideas come to mind for what you can do now, with each other, to build on that? What things you have done or steps have you taken already? What more can you genuinely offer (things you have control over) in order to create a more trusting relationship?
5. What is your hope for this relationship?

Part 2. Defining Improvement In Interaction and Communication

1. What do you expect of yourself that would signify movement in an improved direction for your relationship and bring out the best?
Specific behaviors/actions of yours that others could monitor
Thoughts/Feelings that you could monitor
Which of these are easy to commit to and achieve? Which would take more time and energy?
Can any of these be implemented in stages? What stages?
2. What is it that you need to have happen that would be tangible proof for you that your communication/interaction together was improving? Which of these are most important?
Can any of these be implemented in incremental stages? What would that be?
3. What could happen to undermine your agreements? Any realistic barriers, early warning signs? And what will you do when that happens?
4. How might you reward your renewed relationship? What is/could be easily in place to ensure/enhance your relationship? Other people, structures, schedules, events, etc.?

Part 3. Partnership To Complete the Project Plan

1. What is the importance of this plan to you personally? To others? Who? How come?
What is your hope about this plan?
2. What is it that you uniquely bring to this partnership and the development of the plan?
3. What are the major steps that still need to be achieved?
In your mind, when are you done with this task?
4. What would you like your role to be given what is left to do?
What opportunities would you find most stimulating?
Decider?
 Connector?
 Involver?
 Feedbacker?
 Requester?
 Responder?
5. Do you need to hand-off information/tasks to each other?
How might that be done in an encouraging and meaningful way?
6. What specific questions and/or expectations do you have about accomplishing this plan that need to be discussed? Which one or two, if addressed, would create the most hope for success?
Do your previous agreements about how you wish to interact and communicate with each other come in here? How?