



The five principles of Appreciative Inquiry:

1. **Constructionist Principle (Words Create Worlds):** Reality, as we know it, is a subjective vs. objective state and is socially created through language and conversations.
2. **Simultaneity Principle (Inquiry Creates Change):** The moment we ask a question, we begin to create a change. The questions we ask are fateful.
3. **Poetic Principle (We Can Choose What We Study):** Teams and organizations, like open books, are endless sources of study and learning. What we choose to study makes a difference. It describes—even creates—the world as we know it.
4. **Anticipatory Principle (Images Inspire Action):** Human systems move in the direction of their images of the future. The more positive and hopeful the image of the future, the more positive the present-day action.
5. **Positive Principle (Positive Questions Lead to Positive Change):** Momentum for small- or large-scale change requires large amounts of positive affect and social bonding. This momentum is best generated through positive questions that amplify the positive core.