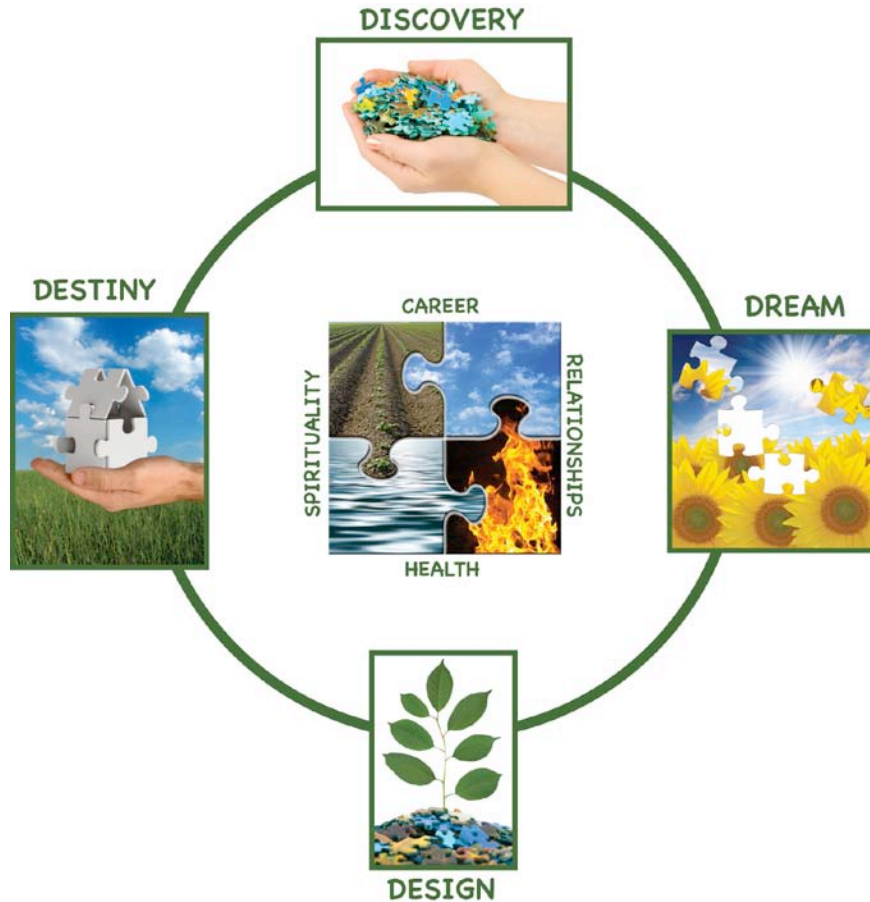


Appreciative Coaching Experience

"Bringing The Elements Of Your Life Together"



Family Nurturing Tree Mission

*Thrive Empowered By Your Sacred Wisdom
Bring The Elements Of You Life Together
Grow In Divine Love As You Release Fear & Separation*

Family Nurturing Tree Vision

*Where Sacred Connections Are Created & Lived
You Are Free To Share Your Gift With The World
Our Families & Communities Are Awake & Alive In Unity*



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Definitions, Roots, & Assumptions of Appreciative Coaching

Appreciate

1. Recognize the full worth of; be grateful for (something)
2. Understand (a situation) fully; recognize the full implications of
3. Rise in value or price

Inquiry

1. A seeking or request for truth, information, or knowledge.
2. The act of inquiring or of seeking information by questioning
3. A question; query.

Roots and Assumptions of Appreciative Coaching

Appreciative Coaching (AC) was modeled after Appreciative Inquiry (AI) by Sara Orem, Jacqueline Binkert, and Ann Clancy as a means to use the appreciative process of change for individuals.

AI was developed by David Cooperrider along with graduate students at Case Western Reserve University to create positive change in groups and organizations. He searched for a way to shift the prevailing strategy away from fixing problems that might or might not make an organization better toward discovering what individuals wanted their organization to be.

Assumptions - AC uses the same basic assumptions about life, people, and the process of change itself that were founded in AI while modeling the process for individuals:

- In every society, organization, group or individual, something works
- What people focus on becomes their reality
- Reality is created in the moment, and there are multiple realities
- The act of asking questions of an organization, group, or individual, influences the group or individual in some way
- People are more confident and comfortable in their journey to the future (unknown) when they carry forward parts of the past (known).
- If people carry parts of the past forward, those parts should be what is best about the past
- It is important to value differences
- The language people use creates their reality

What examples of these assumptions do you see in your own life?



Problem Solving Process Versus the Appreciative Process

What problem solving does is focus on what's wrong or broken; this is an approach that often lowers energy and creativity. The appreciative process is alternative approach that shifts our perceptions and effectiveness by focusing on what's positive and possible, while reflecting on successes of the past.

Problem Solving	Appreciative Process
"Felt Need" – Identification Of Problem	Appreciating What Is and What Is Available
Root Cause Analysis	Envisioning/Dreaming What Could Be
Analysis Of Possible Solutions	Dialoguing What Should Be
Action Planning	Experimenting & Implementing What Will Be
Organizations/People are a problem to be solved	Organizations/People are a mystery to be embraced
What is in the way of what you want?	What do you want to create?

The 4 Stages Of The Appreciative Coaching Process

DISCOVERY

- About appreciating what gives you life
- Affirms the sense of the possible
- Support to envision a positive view of the future

DREAM

- Create images of possibilities and help shape the view of your puzzle
- Empowerment through stating your preferred future
- Use writing, metaphors, or images to affirm your dream

DESIGN

- Directs attention towards your preferred future
- Helps to identify how you may already be living part of your dream
- Brings the dream into focus by creating new experiences and perceptions

DESTINY

- Living your dream through right action and choices
- Finding support to live fully and well even when encountering life challenges
- This stage is not an end but a transition to the next path of discovery

Let's Explore & Create!

DISCOVERY

What high point or peak experience did you have this week in your family, work, health, or spirituality?



Examples:

- You and your family had a fun family game night spending quality time together
- At work you and your team collaborated well together and accomplished the project on-time and with very little obstacles
- You went for a hike and reconnected with yourself with some one-one time in nature

What Are Your Experiences?



DREAM

If you could experience that peak experience or high point on a daily basis what would you notice?

My body feels like.....

My emotions are.....

My thoughts are.....

My experience with others is.....



Examples:

- My body feels light and at ease
- My emotions feel free and easy flowing and joyful
- My thoughts are positive, creative, and explorative
- I find it easy and fun to work with others with a spirit of collaboration

What Is Your Dream?



DESIGN

Pick one area:

Your body, your emotions, thoughts, or your experience with others

What one simple step can you take to have peak experiences or high points in that area each day?



Examples:

- Emotions – be more aware of and journal my positive experiences to carry me forward
- Spend more time in nature, gardening, or going to the beach for more one on one time
- Bring to a meeting or group project my unique positive perspective or strength to add value to the group and look for and celebrate the strengths in others

What Is Your Unique Answer?



DESTINY

From this short simple exploration, how do you see Appreciative Coaching support you to create new and more empowering choices each day?



For Your New Portal Of Discovery, What Do You Want To Focus On?



Resources:

1. [ACE Coaching Cards](#)
2. [Elemental Alignment Meditation](#)
3. [The Sprout Newsletter – January/February 2012 - Direction](#)
4. [Family Nurturing Tree On Facebook](#)
5. [Schedule A Free 30 Minute Consultation With Debi](#)

References

1. Orem, S., Binkert, J., & Clancy, A. (2007) *Appreciative Coaching: A Positive Process For Change*. San Francisco: Jossey-Bass
2. From the Rosicrucian Order AMORC – Imagine AMORC 2008 Workshop:
Cooperrider, D. & Whitney, D. (1999) *Appreciative Inquiry*. San Francisco: Berrett-Koehler Communications, Inc.
Hammond, S. (1996) *The Thin Book of Appreciative Inquiry*. Plano, TX: Thin Book Publishing.

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