Workplace Strategies for Mental Health

Compliments of Canada Life

Using appreciative inquiry

David Cooperrider, a pioneer in the field, said that at its heart, appreciative inquiry is about the search for the best in people, their organizations and the world around them. It's a strengths-based process that allows participants to understand best practices, develop high-impact strategies and shift culture. As a leadership approach, it reinforces positive communications, helps to create a shared vision for the path forward, and promotes learning and innovation.

By taking an appreciative inquiry approach, you may find you are better able to co-create solutions that keep participants engaged and committed.



Positive approach

Foster safe and open interactions



Discover

Discover what's working and efforts made



Dream

Dream about what could be



Assume capacity

Trust that each person has strengths



Design

Co-design what would be ideal



Deliver

Deliver, learn and adjust

Learn more about appreciative inquiry

Use appreciative inquiry

clwsmh.com/resources/use-appreciative-inquiry

All Workplace Strategies resources are available to anyone at no cost, compliments of Canada Life. To learn more, visit clwsmh.com.

Canada Life and design are trademarks of The Canada Life Assurance Company.