



October 6-8: Orlando, FL

2.03a

Appreciative Inquiry Interviews

Activity in Pairs

Appreciative Inquiry Interview Guide

- Before beginning the interviews, take a few minutes to read through the questions and make notes about how you might answer when you are interviewed. Then begin interviewing each other.
- The following interviews should take about 50 minutes total, or 25 minutes per person. One person is the interviewer and the other the interviewee. Ask all of the questions listed here before switching roles.
- Conduct your interview with curiosity and wonder, seeking to discover what matters most to your partner. Exercise your imagination as you listen to the story your interviewee is telling you. Help him/her share the story, the feelings and the whole experience.
- Listen, Listen, Listen! Listen for what the person is telling you, what is not being said and for all the other signals and messages that are being conveyed. Watch for body language, eye contact, and energy level. What do you notice?
- Take notes during the interview. Write very legibly, please, so that you can read what you have written. You don't need to use whole sentences, but use descriptive phrases instead of just single words.



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Discover questions

1. **What attracted you initially to working in or with Career Technical Education?**
2. **What do you especially value about CTE?**
3. **What is the most powerful/successful thing you have experienced related to CTE – an example of CTE at its best - a time when you felt most alive, most engaged, most proud of your involvement with CTE? What made the experience exceptional?**
4. **What are the two or three primary characteristics that make CTE successful?**
5. Share an example of a high point in your career when you have had an experience – like this one – of a large, multi-stakeholder organization that created a transformative vision and brought it to life (implemented it). **What are the two or three characteristics that enable such visions to be successfully implemented?**

Vision Questions (aspiration)

1. **Tell a story from the future that embodies your vision for CTE. What do you want to see in 2025?** It could include one or more individuals who are beneficiaries: schools, students, employers, society, economy, government, workers.



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2. What do you believe about the **value to the beneficiaries**: schools, students, employers, society, economy, government, workers of CTE in 2025?
3. If we all collectively leverage our strengths into the future, what **big, bold statements** would you make that describe what CTE could be or do in 2025?

Destiny Questions.

1. What **are 3 huge things** that could be done in the immediate future that would help achieve the future you imagine?
2. What are **3 simple things** that could be done today that would help you achieve the dream you imagine?
3. What **one thing could you do** following this event to help bring this future to life?