

Turning questions into conversations: EARS process for Appreciative Inquiry



<p>Elicit First question</p>	<ul style="list-style-type: none"> • Tell me about a piece of practice you feel proud of. • Tell me where you have used Signs of Safety and it's been useful to you.
<p>Amplify Behavioural detail: What would you see?</p>	<ul style="list-style-type: none"> • Who did what, where and when? • What happened that made this piece of work important? • What made this different? • How did you make this happen? • What else did you do? What else? ...and what else? • Who else was involved? How did they help to build this success? • What would _____ (supervisor, mother, father, child, judge or anyone else who was involved) say you did to contribute to achieving these outcomes? • How did you know what you were doing was working? • What differences did you see in _____ (supervisor, mother, father, child, judge or anyone else who was involved) that told you what you were doing was working?
<p>Reflect Meaning</p>	<ul style="list-style-type: none"> • When you think about this piece of work, what was the most important thing you learned? • What is the thing that you feel proudest of in this situation?
<p>Start over</p>	<ul style="list-style-type: none"> • Begin again looking for more behavioural and meaning detail.