

Climate Emergency: An Appreciative Conversation

Guidance for Appreciative conversations/interviews

- *Appreciative conversations are different from traditional interviews in that the questions concentrate on “what works” - focusing on the generative and creative and looking at issues from a different perspective.*
- *You’re encouraged to record the key themes, story elements and significant quotes.*

Helpful hints

To support the conversation, to learn more about each other, and to go deeper it may be helpful sometimes to ask supplementary questions such as:

- *Tell me more?*
- *Who else was involved?*
- *What were you thinking?*
- *How did it feel?*

Notes

- Make a note of any key points and learning.
- Recording the story/experience is useful
- Noting the small steps and the innovative action is important

Appreciative Questions

1. Tell me the story of a change, however small, that you have made in the way you live in response to the Climate Emergency. What inspired the change, and what difference has it made to you?
2. What do you value most about the part you play in your organisation?
3. It’s 2025 and [the organisation you work for] is marking the contribution which the [team you’re part of] has made so far to its overall work on the Climate Emergency. What are the team’s achievements? Looking back, how did the team get to this point? What challenges were overcome on the way? What changes were made by the team? Who was involved beyond the team?
4. What is the smallest step and the most innovative action which you could take towards bringing this about?

Group discussions

Bring pairs together in fours. Encourage them to share the main ideas which came from the paired conversations and identify any common themes which emerge.

Then spend 20 minutes completing the following statement, up to five times:

The significant contribution which [the team I'm part of] will make to the [organisation that we work for] work on the Climate Emergency is.....

Ask the groups to flipchart their statements and bring them to the plenary.

In plenary

Encourage the groups to share their statements and compare and contrast them, looking for similarities and differences. Depending on how much time is available, prompt them to arrive at an agreed set of five statements.

Those statements become the basis for their detailed plans subsequently.

Fiona Thomas

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