



# A Survey with a Twist

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*“Appreciative Inquiry is a process for engaging people in building the kinds of organisations and a world they want to live in. Working from peoples’ strengths and positive experiences, AI co-creates a future based on collaboration and open dialogue.”*

**David Cooperrider**

Traditionally, surveys have been used as a tool to detect deficits in knowledge or practice. The results direct the creation of guidelines, protocols, teaching and training sessions that try to correct these gaps.

We wanted to reframe the traditional survey by asking generative questions.

At the first TReX sharing event on Monday 15<sup>TH</sup> October 2018 we surveyed 63 delegates from a wide range of job roles within the NHS.

We were very pleased to discover that a high proportion of delegates are able to recognise their personal strengths. They also feel that the team they work with are aware of their strengths and that they are able to apply their strengths in their workplace.

## RESPONDENTS SAYING YES (N=63)

48 ★★★★★  
*I am aware of my Strengths*

39 ★★★★★  
*The Team I work with are aware of my Strengths*

45 ★★★★★  
*I am able to apply my Strengths in my workplace*

The top three ways delegates apply their strengths in their workplace are:

- ☺ Teamwork
- ☺ Making improvements
- ☺ Supporting colleagues

We also asked delegates what they value most about their job. The top three responses were:

- ☺ The people they work with
- ☺ The opportunity to improve patients’ lives
- ☺ The opportunity to improve the working lives of staff

Appreciative Inquiry is a rich and rewarding philosophy and an immensely practical process which can be incorporated into your work and life in many ways - ranging from just changing your questions and making them both more curious and more appreciative, to new ways of doing things like team building and strategic planning. It is about noticing and building upon our strengths and assets - doing more of what works, what enlivens and supports us.

In healthcare the prevailing trend is to focus on the negative. Appreciative Inquiry is a way to challenge that status quo, and this will be a major theme of the future TReX events.

