Challenging the Status Quo

Using Appreciative Inquiry to deliver an asset-based curriculum to anaesthetic trainees at Buckinghamshire NHS Trust

NHS Buckinghamshire Healthcare NHS Trust

Dr Phil Duggleby, Professor Suzette Woodward, Dr Amanda Mohabir

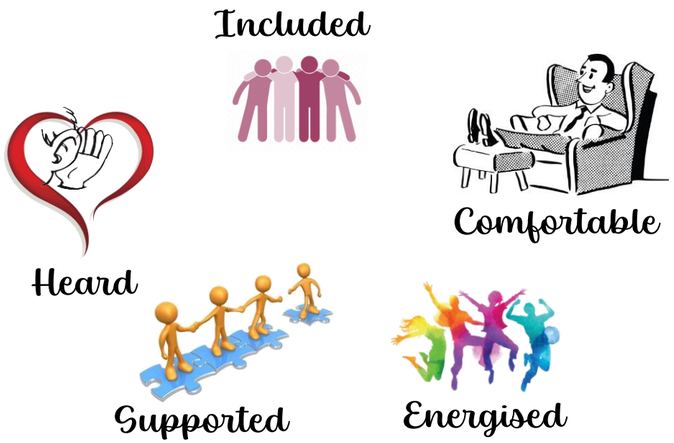
The anaesthetic department at Buckinghamshire Healthcare NHS Trust have been running a series of sessions for senior anaesthetic trainees focusing on Appreciative Inquiry (AI) and Safety 2. These sessions were co-created with Professor Suzette Woodward and aim to reframe the deficit-based trend of training that centres on filling gaps: getting more cases in logbook, completing mandatory courses, completing QI or audit projects.

We encourage assets and positive experiences to flourish using AI tools including visual inquiry, story sharing, and reframing. Specific areas covered include the theory and practical applications of Appreciative Inquiry, Safety 2, Appreciative Language and looking at the impact of behaviour and civility.

The trainees are encouraged to incorporate asset building entries into their Personal Development Plans and to gather strength-based multisource feedback

In 3 years, we have delivered 16 sessions, starting during the Covid-19 pandemic when the focus on training and teaching had been superseded by other imperatives.

The qualitative feedback collated shows the five commonest words used to describe the sessions are:



Excerpts from written feedback:

"This is an incredible tool, resource, team we have access to. At a time where confidence is low it provides for me clarity and a path forward in terms of professional and personal development."

"It was heartening to connect with everyone and to hear about their strengths."

"Overwhelmed that asset-based thinking is valued."

"It is incredibly heartening to discuss the positive aspects to incidents rather than focus on the negatives."