

## Appreciative Interviews in Pairs

*I have seen there is no more powerful way to initiate significant change than to convene a conversation... It is always like this. Real change begins with the simple act of people talking about what they care about.*

Margaret Wheatley

### Instructions:

- Total time in pairs for introductions and interviews: **25 minutes**
- Total time per interview: **12 minutes** (Approximately 3/question)
- Please take notes and use your skills as an interviewer as you listen to your partner's stories. Be mindful of time, allowing each person enough time to be interviewed.

### Discovering the Best of What Is: *Appreciating what is most valued*

**Questions #1:** As you look over your experiences as a physician, share a highpoint story, a magnified moment or time when you felt most engaged, most proud to be a physician.

- *Describe that experience. What was going on, who was involved, and what made it so memorable?*
- *Be specific.*

**Question #2:** Connecting to our purpose and a sense of “calling” expands our capacity to make the greatest impact in our work. Our purpose, values and “calling” energize and motivate us by transforming – not the external circumstances- but how we experience those circumstances.

Tell me about a time when you felt connected to a sense of purpose and meaning in your work. A time when you felt your “calling” as a physician was being met?

- *What were you and others doing? What was happening that contributed to the experience of feeling connected to your calling?*
- *What are some ways you can pursue and preserve your “calling” to medicine?*
- *What do you want to preserve no matter what else changes?*

## Dreaming a Future of Professional Fulfillment: *Envisioning what might be*

**Question #3:** Imagine it is 2028: many changes have occurred in the last seven years. Now, envision the kinds of changes that have occurred in *your* practice of medicine where you feel professionally fulfilled and resilient on a regular basis. If anything were possible, imagine a future where you feel connected to a sense of purpose and meaning every day.

- *What has happened over the last 7 years to make this transformation possible?*
- *What is happening now to make this future possible?*
- *What kinds of things support this vision... changes in leadership, structures, trainings etc?*

**Optional question, time permitting -**

**Question #4:** Now, without being modest, tell me what you most value about yourself as physician. What do you do exceptionally well?