



Appreciative Inquiry

Asking powerful questions for career change

Vision

Imagine its 2020, you are working successfully in your new career. Your work gives you the kind of experiences you really want in life.

Draw an image of this ideal job

- What is happening?
- What big details are you sure will be present?
- What small details also matter?
- What are you doing that is helping it happen?
- Who else is involved?
- What's the best thing that's going on?



Powerful Questions for Each Stage

Thinking about your picture:

1. What opportunities can you see in your picture?
2. What do we still need to learn about your picture?
3. What are the dilemmas in this future vision?
4. What question, if answered, could make the biggest difference to your future?
5. What assumptions do you need to test or challenge here in thinking about your future?
6. identify one experiment you can make, or something you can do differently, that will make your dreams of the future more likely.

After you've done this experiment:

9. What had real meaning for you from what you've done? What surprised you?
10. What's missing from this picture so far? What do you need more clarity about?
11. What's been your major learning, insight, or discovery so far?

After you've done some other exercises and worked on some options:

12. What would it take to create change on this issue?
13. What could happen that would enable you to feel fully energized about your future?
14. What needs your immediate attention going forward?

When preparing for action:

15. If your success was completely guaranteed, what bold steps might you choose?
16. What challenges might come your way and how might you meet them?
17. What conversation, if begun today, could create new possibilities for the future?

Thanks for reading!

The Career Psychologist is an independent psychology consultancy based in London helping people to transform their careers.



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