**Wellbeing - Appreciative Conversation**

**Guidance for Appreciative conversations**

*Appreciative conversations are different from traditional interviews - the questions concentrate on “what works” - looking at problems and issues from a different perspective, focusing on the generative and creative. Simply record the key themes, story elements and quotes.*

**Helpful hints** *To support the conversation, to learn more about each other, and to go deeper, ask supplementary questions such as Q. Tell me more? Q Who else is / was involved?*

*Q. What were you thinking? Q How did it make you feel?*

1. Tell me about a moment where you felt well / flourishing / content.
2. Tell me an example of something you do that supports your personal wellbeing.
3. What strengths can you draw on to support your work life balance and help your wellbeing to flourish?
4. Imagine it is this time next year and you are reflecting on your wellbeing journey to this point... What is different and what have you achieved?
5. What is the smallest thing that you could do to move towards this? And the most innovative thing?

suzanne@appreciatingpeople.co.uk