

Appreciative Interview Guide for Collective Leadership/High Performing Teams

Instructions:

- Each person will find a partner. The pair will choose a person A and B.
- Round 1: Person A will go first and ask Person B all the questions on the interview guide.
- Person A will listen. When the questions are all asked and answered the roles will change. We will tell you when it's time to switch roles. You will have about 10 minutes per person for the interviews.
- If you finish before we signal you – feel free to switch roles.
- Round 2: Person B will ask Person A the same questions and listen to the answers.
- If time, answer reflecting questions on the back of the interview guide.

1. Tell me a story about a peak experience that you had as part of a team when you felt alive, excited and engaged. The team could have been as a volunteer or staff person, as part of an organization or collaboration. A time when your team was working together toward a shared vision, when success was achieved, when staff were thriving. What was happening?
2. Without being modest, what was your contribution to this experience?
3. What do you value most about
 - Yourself,
 - Your team, and
 - Your organization?
4. Imagine a team you are working with now 5 years from now. You have been able to build on your experience of this success with Collective Leadership (or if you are still working as part of the team you talked about in Question 1 imagine your team has a reputation throughout the state as a catalyst for transformation.) Your team/organization makes a tremendous difference. What does this look like? What new things are you doing? What were the first steps you took that paved the way for the incredible results you have achieved?
5. What three wishes do you have for your team?

This page is for taking notes on your partner's story. For each interview, please also record:

Great Quotes from the interview:

What inspired you?

What surprised you?

Notes on story:

Notes on 5-year vision: