How Leaders Can Apply The AI Approach Today: What Competencies Can You Build In Yourself and Others?

1. Monitor and encourage positive conversations. Observe your organization at work. Notice what people talk about and focus on. How much of the conversation is forward-looking and strength-based and how much is deficit-based?

2. Pay attention to strengths and opportunities. Shift your own perspective to focus on organization and community strengths and opportunities.

3. Talk about the present and desired good. Focus on and talk about what's good, what you want more of, and on the direction you want to go in.

4. Review organizational successes. Find out what strengths caused those successes.

5. Tap the wisdom of the whole. Include the whole system in choosing direction and creating solutions. Share and include broadly.

6. Inquiry for knowledge and wisdom. Ask for ideas, stories and each person's experience around solutions for your current challenges. Find the knowledge and wisdom already in the system.

7. Inquiry for solutions. Ask powerful, open, solution-focused questions that help others find answers and have insights. Questions are your best tool.

8. Ask for recommendations not problems. Ask what people want more of and recommend rather than just settling for a description of the problems.

9. Praise and Affirmation. Reinforce good ideas with praise and affirmation. Appreciate!

10. Invite the good to flourish. Create a work environment where good ideas can flourish.

ADD YOUR LEARNINGS TO THIS LIST!