

TOOL DESCRIPTION

Radical Appreciation



The Radical Appreciation tool can be used to focus on qualities, strengths and resources by highlighting positive aspects of individual people with the aim of strengthening the group.

For this purpose, small groups of 3-4 people work on highlighting positive characteristics of individual people and on naming their special strengths.

Afterwards, each group exchanges information about each individual member.





The method is appropriate for strengthening the group. It can be used in leadership trainings as well as in transformation processes.

Duration
30 min

Participants
ideally 9–20 people

Facilitation
no special material needed

Radical Appreciation | Process

Introduction 2 min 	Preparation 10–15 min 	Exchange 30–60 min 	Evaluation 10 min 
<p>Facilitator introduces the method and asks the participants to form groups of 3–4 individuals. It is important to explain and introduce the process clearly.</p> <p>The members of small groups should sit together. All small groups form a circle of X small groups.</p>	<p>Each small group prepares input for each member of the group sitting clockwise of them and writes down notes in answer to the following questions:</p> <ul style="list-style-type: none">• What personal qualities does this person bring to the table?• What does this person stand for in particular?• What makes this person unique? <p>The group members should collect exclusively positive attributes.</p>	<p>Next, the speakers chosen by the small groups share their appreciation for each colleague in the next group. Members from other groups can share further positive qualities if they would like to mention something special.</p> <p>During the appreciation round, the receiving person just listens</p>	<p>The session should be closed with a short debriefing exercise:</p> <ul style="list-style-type: none">• “How did you feel about the exercise?”• “How did you feel when you heard the appreciative comments?”