

The 7 Appreciative Perspectives

It is not in question that we experience ups and downs in life. The question is: How to deal constructively with them?

The Appreciators (Die Wertschätzer) reflected, reasoned and researched this question for 5 years. The result? The 7 Appreciative Perspectives.

We have found they have the power to deepen, spread and create appreciation. They make a difference in people's lives—especially ours.

We share them via our website, www.sourceofappreciaton.org in German, English, French, Spanish, Portuguese, Romanian, Polish, Danish and Swedish ...with more to come.

They are our gift to you!

If you have time, now, here are some more details:

What are the 7 Appreciative Perspectives?

They are newly sharpened tools, sentences to deal powerfully with daily challenges. They offer joy, inspiration and ease. They improve with practice.

They bring new perspectives to challenging situations. They reveal surprising insights. They provoke new solutions. They nurture self-appreciation, too.

And not only for individuals: These tools have the power to improve the working climate in teams, to lift conversations, and to focus on the essential.

How can you apply the 7 Appreciative Perspectives?

Here are some ways to work (and play) with them in your life and work:

- **Motto for the day**
This the easiest: Choose one sentence to reflect as your perspective for the day. If a challenge arises, ask: How can this sentence reveal a solution?
- **Read and absorb**
Choose one of the 7 Perspectives (each has 5 sentences) and read it twice each day for a week. Then move to the next. Write down what emerges. After 7 weeks (latest), review your notes. You will be pleasantly surprised.
- **Apply to a personal challenge**
Review your situation. Choose the sentence that speaks to you. Ask yourself: "If I adopt this new perspective: What do I now discover? How does it help me? What new possibilities emerge?"
- **Introduce to a team**
Introduce one of the 7 Perspectives, say when opening a meeting, or a topic gets stuck, or in case of a conflict.

- **Follow this Appreciative Perspective**
This is a shortcut for clarifying a range of situations.
Accept, appreciate, trust, act and celebrate!

Apply these perspectives to your situation. The order is crucial.

Accept: What can I accept or do I need to accept in this situation?

Appreciate: What can I appreciate? What gift does this situation hold for us?

Trust: What can I trust in? In myself? In others?

Act: What actions want to be taken now?

Celebrate: What can I celebrate? With whom? Never forget to celebrate!!!!

Change perspectives – Develop flexibility – Improve your quality of life!

Who are The Appreciators (or Die Wertschätzer)?

- Our team? Experienced coaches, trainers, consultants, all rooted in appreciation as attitude, method and identity
- Our mission? **To be a source of appreciation for people and organizations**
- Our focus? self-management, wholeness, and evolutionary purpose
- Our management practice? Holacracy
- Our methods? Appreciative Inquiry, Open Space, Focusing, and more
- Our websites:
www.wertschaetzer.com (German),
www.appreciators.com (English, still work in progress), and
www.sourceofappreciation.org (International, The 7 Appreciator's Perspectives)

Your personal contact:

Looking forward to being in touch with you!

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Appreciator's Perspectives

- 1 **Appreciation includes everything!**
 - I observe what is, exactly as it is.
 - Beyond the loud voices in my head, I also listen to the gentle ones.
 - In each and every moment I can freely choose my perspective.
 - How about appreciation? Now!
- 2 **Self-appreciation is the basis**
 - Appreciation starts with myself.
 - We are often our own biggest critics. Switch sides – become your biggest fan!
 - My contribution is important.
 - Who am I really and what do I want more of?
- 3 **Appreciation activates potentials**
 - Whatever I focus my awareness on, grows.
 - Recognizing and speaking about potentials and greatness in people allows them to flourish.
 - I uncover success factors and strengths and apply them to less powerful areas.
 - What is my, perhaps secret, life dream?
- 4 **Conflicts generate "friction gain"**
 - Resisting the way things are is always an invitation to change perspectives.
 - Strong feelings and conflicts are indicators of needs and motives that are worth looking into.
 - Problems, weaknesses and mistakes reveal opportunities for growth.
 - Letting go of being right, even if you are right, opens doors.
- 5 **A unity beyond teamwork**
 - The otherness of the other is welcome.
 - What is calling us? What are we here for?
 - Jointly developing a shared intention and essential decisions creates strength.
 - By everybody freely and gladly contributing to the whole, everything gets done.
- 6 **"Truth" in otherness**
 - A contradiction may remain unsolved – it can even be valuable.
 - What is the strength in weakness, the quiet voice amid the noise, the gift of the situation?
 - It's not as it seems... be still and find the opportunities.
 - How do I act beyond right and wrong?
- 7 **The essential occurs in the "in-between"**
 - Taking a break is good, especially when things get strenuous or weigh you down.
 - Everything is already there, I can draw from it.
 - Relax ... and be the miracle!
 - Accept, appreciate, trust, act ... and celebrate!

A Six Month Course in Appreciation

How to Successfully Anchor Attitude and Instruments of Appreciation in Participants' Lives

- Explore with participants all there is to know about appreciation and how to use it in day to day life,
- Go through an Appreciative Inquiry process to support sustainable outcome,
- Create high vibration and keep it alive throughout the course and beyond.

The Set-up:

Up to 8 participants meeting in a weekly conference call for 90 minutes with two coaches.

The Instruments:

Appreciative Inquiry, Focusing, The 7 Appreciator's Perspectives (and more), Coaching.

Our Learnings:

Be strong in the Destiny phase and support participants to always stay in touch with their dream.

The Outcome:

Surprisingly outstanding results in all aspects of participants' lives.

- "If you had told me at the beginning of the year, where I would be today, I wouldn't have believed it."
- "Every session was a gain."
- "On whatever energy level I came into the session with, it always ended with higher energy for me."
- "Our weekly calls have supported me through the whole week."
- "I got new clarity regarding the direction I have to take and what has to be done. With this I feel more at ease."
- "The space we created - I would like to have more of this."
- "Room in which miracles happen - this is what you provide with this group."
- "This appreciative space and the clear focus on one's own potential - I miss it now that the course has ended."

How We Do It:

- Appreciating people the way they are - the key.
- Being committed to people and their living potentials.
- Listening from appreciation in each and every moment.
- Listening for participants' potential and their Destiny fulfilled.
- Being skillful and adaptive using different methods such as AI.
- Creating a safe space in which miracles occur.

living up to your potential

high energy, appreciation, high inspiration - contagion to act

vibration - meditation - no doubts - no fear

listening for something outstanding, something bigger

be present, manage your own expectations

Future Statements and their power

simultaneously in two worlds: the outer world (audience) and the inner world (thoughts and feelings)

courage to create intimacy

The Content:

Appreciation as a way of being, as an attitude:

- Our research: What is an appreciative way of being all about?
- Our practices: The 7 Appreciator's Perspectives, appreciation diary, etc.

Appreciative Inquiry as the participant's personal guidance:

- Create an access to Appreciative Inquiry and its underlying principles.
- Support participants in their personal Appreciative Inquiry process.
- Enjoy the 4-(5)-D-Cycle with a quick start.
- Dance with the flow and be flexible with the process.
- Show participants ways to have AI present in their lives e.g. during a coffee break, at a party, in a meeting, etc.
- Make sure to celebrate the people, their work, their commitment, their achievements!!!

Circle Coaching: a key success factor!

- A reflective space for each participant in an appreciative context.
- Every participant has a coach and is coachee to someone else.
- Every participant gets a weekly phone coaching session.
- Additional coaching sessions with the group leaders are optional.

Personal appreciation for everyone in the group: a great gift.

- Setting: One participant after the other gets to sit in the "frying pan" and receives the acknowledgement, appreciation and recognition from (all) participants and the group leaders, one by one.
- A 10 (or more) minute long sharing starting with sentences like:
who you are for me ...,
your contribution was ...,
I was impressed by ...,
I appreciate you for ...

The 7 Appreciators' Perspectives:

- Discover them, apply them and share your experience. Get your copy here www.sourceofappreciation.org

The Appreciators

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- Our focus as entity: self-management, wholeness, and evolutionary purpose
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