

## **Guidelines for Using Three Wishes, an Appreciative Inquiry Tool**

The Three Wishes tool is a series of appreciative inquiry (AI) questions meant to generate themes related to organizational life. While the questions can be used in a variety of organizational interventions, it's presented here as a method of helping organization members talk about their hopes and accomplishments during the first session of an organizational assessment.

After participant introductions, and an overview of the organizational assessment process, the AI questions may be helpful in beginning discussion of the organization's strengths and members' wishes for the future. Steps that you as facilitator might follow include:

1. Introduce the tool and explain that the group will discuss responses together after individuals complete the handout. Ask each individual to complete the handout; bullet-points are fine. Giving individuals an opportunity to write their ideas may be especially helpful for people who might not contribute to a group discussion or prefer some time to think before contributing.
2. Mention that you will be collecting the tool at the end of the session but there's no need for participants to write their name.
3. Debrief in the larger group. Note themes (idea is to identify themes, not to reach consensus). It's helpful to capture themes on easel sheets if you are using them (or if meeting virtually, a jam board or white board).
4. Collect handouts at the end of an in-person session (or use whatever method can save responses if meeting virtually); collected responses can be useful when drafting the final summary and recommendations.