

RAFT Survey Analysis Series: Appreciative Inquiry

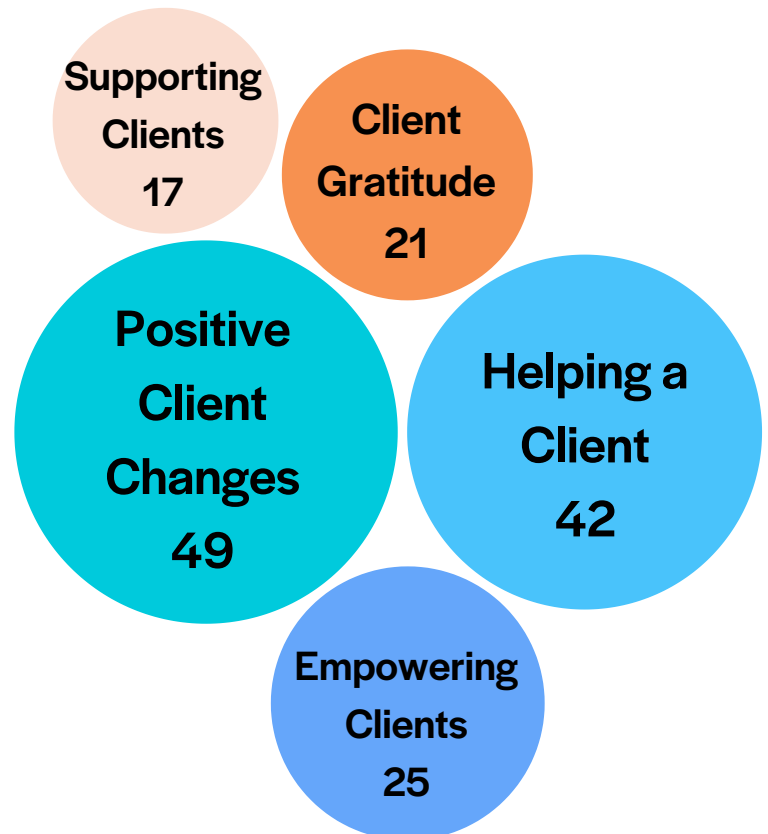
Appreciative Inquiry (AI) is a strengths-based, positive approach to organizational change. Rather than focusing on what is broken, appreciative inquiry identifies and builds on an organization's strengths, successes, and potential. Appreciative inquiry can transform the way teams communicate and collaborate around creating change in their organization. RAFT incorporated appreciative inquiry questions into the RAW survey to shine a light on what is working in gender-based violence work and so advocates could share their vision of a better future for GBV advocates and organizations.

When asked about a peak experience or high point in their time as an advocate.

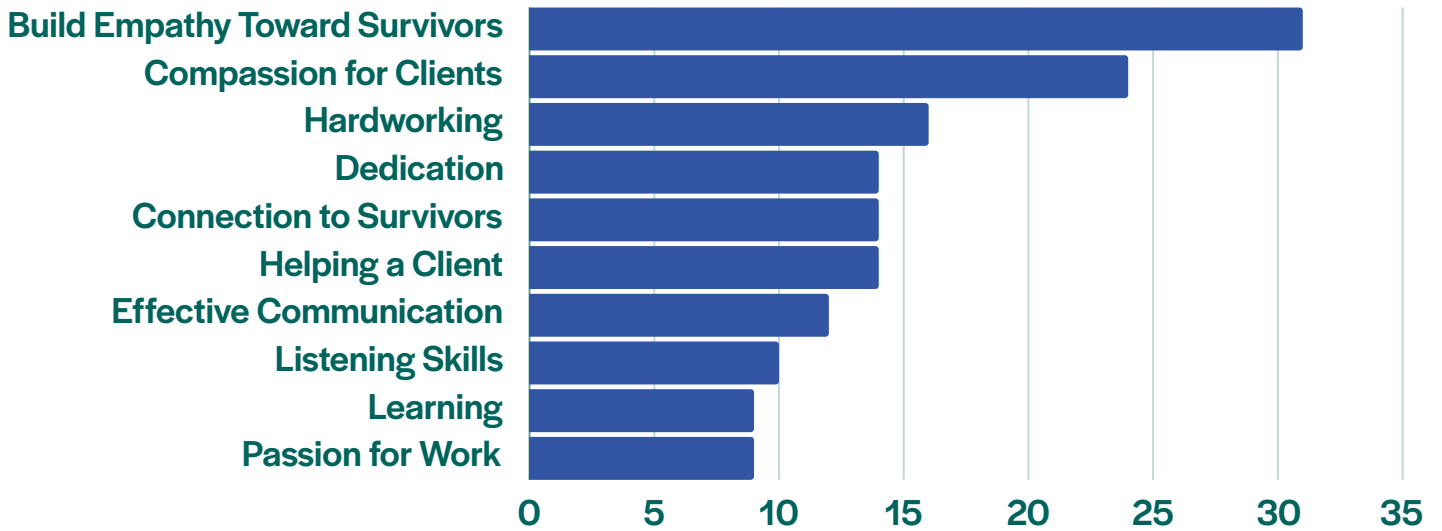
A time when they felt most alive, most engaged, and really proud of themselves and their work, participants mentioned...

“Everytime I see a survivor come to me and at first they are so scared just like I once was when all what happened to me. But after awhile and giving them support and hope and show them that they have a lot more in them then they think. Afterwords just seeing the strength within them!”

“I feel most engaged when I feel like the work I am doing is making an impact. I feel this when I am able to support a survivor in reaching a goal. For instance, one thing that stands out is getting a survivor and her children into a safe shelter. For her to feel that relief of having a safe place for her and her children makes me feel most connected to this work.”



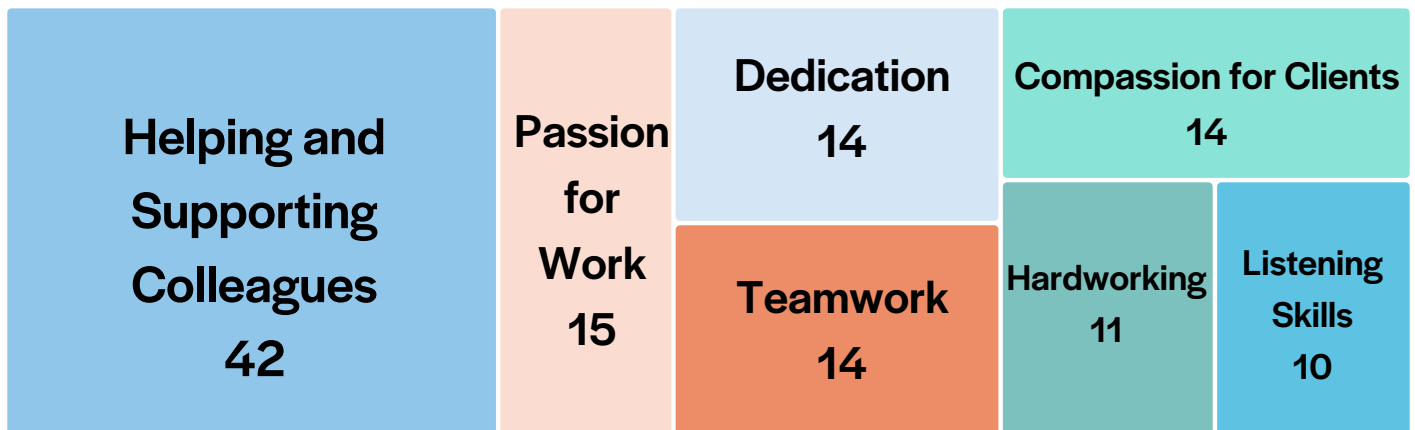
When asked what they value most about themselves and the way they work, participants mentioned....



“I value my ability to empathize and create a safe space for people. I think I do that well because I am able to sit with people in their darkest times without judgment and without pressuring them to make a decision they're not ready to make.”

“I’m an advocate at heart and will always go to bat for my clients. I am so passionate about this field and the work that I do which makes me the best advocate possible.”

When asked what they value most about their colleagues and the way they work, participants mentioned....



“Each of my colleagues have their own personal strengths, but I really admire the tenacity they all show. There are successes to celebrate in this line of work, but also quite a few setbacks that we all experience; I love to see the dedication my coworkers have to helping others accomplish their goals.”

“I value that they have strengths where I have weaknesses. They recognize when one of us is struggling and step in to offer support or even take over when needed. They are dedicated and passionate about serving.”

When asked what unique skills and gifts they bring to their team and organization, participants mentioned....

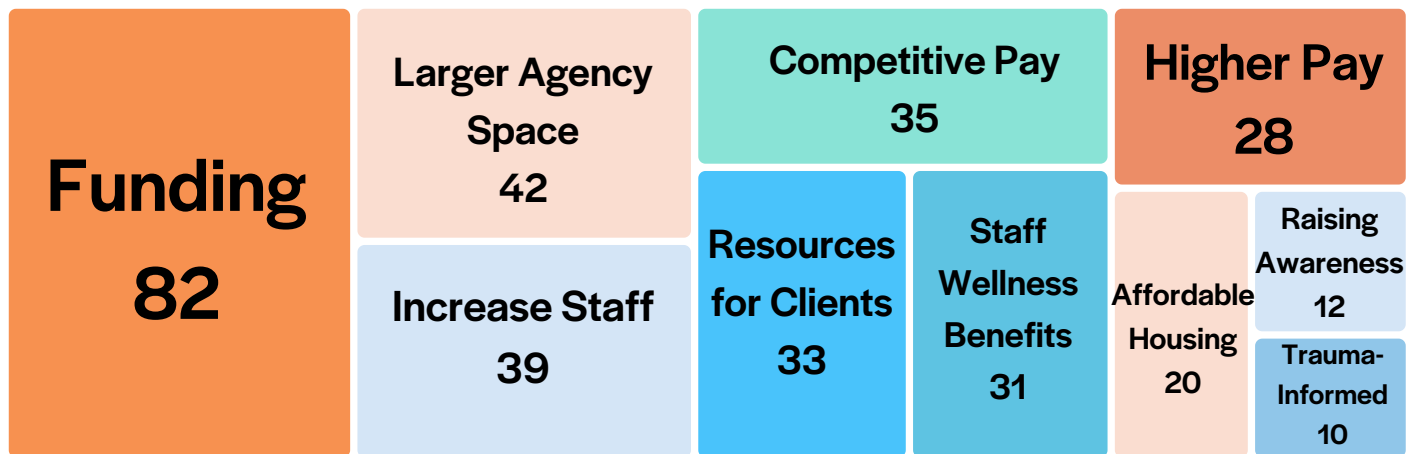
Creativity 21	Effective Communication 17	Compassion for Survivors 15	Education 12
Build Empathy Toward Suvivors 18	Experience from Direct Service 15	Survivor Advocate Experience 14	Humor as a Strength 11
		Organizational Skills 12	Trauma-Informed 9

“I feel that my unique skills are fostering collaborative relationships with other agencies, and utilizing creative thinking.”

“I think my unique skill I bring to my team and organization is my ability to connect, but also my ability to think outside the box when trying to help clients.”

“I bring my resilience, attention to detail, compassion and my wonderful sense of humor to my team and organization.”

When asked if they were granted three wishes to heighten the health and vitality of their organization , participants mentioned....



“*waves wand* more funding to support advocates!
 waves wand better office space to allow proper pleasant breaks for advocates!
 waves wand diversity in staff, diversity in clients by improving our outreach to under-served communities challenging moments in their lives.”

“1. unlimited funding for direct client services and living wages for advocates
 2. a shelter large enough so that we do not have to turn anyone away because we are "at capacity"
 3. the ability to hire enough staff do that we are never "at capacity" so we are able to help everyone at the level of support they need”

Looking at what is BEST in your organization and how to grow what is ALREADY working can create positive change to your organization. RAFT is offering a number of FREE topic based appreciative inquiry workshops, as well as FREE custom appreciative inquiry facilitations for teams and whole organizations.

Contact outreach@raftcares.org for more information.