Deficit Based vs Strengths Based (AI)

Theory of Change

**Deficit Based**

Identification of the problem (seeing) what is

Analysis of Causes
“What’s going on”

Proposed Solutions
“Fix the problem at hand”

Action Planning
“How to get it done”

Action
“Fix the problem”

**Appreciative Inquiry**

Setting a context of appreciation of what can be

Inquiry: Discovery Phase
“Valuing the best of what is”

Envisioning: Dream Phase
“What might be”

Dialoguing/Aligning: Design Phase
“This is what will be”

Innovating: Destiny Phase
“Creating and sustaining it now”

**Basic Assumptions**

**Problem Solving:**
That the organization is a problem to be solved

**Appreciative Inquiry:**
That the organization is a repository of strengths to be embraced.