

Celebrating good practice

This factsheet has been designed to accompany this webinar, which you can view [here](#).

Recognising and celebrating good practice has many benefits – it inspires and motivates, lets people feel valued for their contribution, and helps to build on what is working well.

“What we focus on grows and expands.”

“Stories are the heart and soul of an organisation and help us to learn what we care about.” (My Home Life Scotland, 2022)

Celebrating good practice involves making a conscious effort to explore what has worked well and why, letting people know the positive impact they have had, however large or small this may be. This is good for everybody, ensuring people know their contribution is recognised and valued, helping to build positive relationships and foster continuous improvement.

Appreciative inquiry is a strengths-based approach to improvement and development which focuses on the positive and what is working well, building on these good stories. It does not mean we ignore or fail to address difficult things or underestimate the effects when things have gone wrong, but it can help to bring these things into focus through a positive, appreciative lens whereby we start by identifying and building on what is working well.

Utilising an appreciative inquiry improvement methodology involves:

- discovering what is working well (**Discover**)
- using this to envision what can grow and develop in the future (**Envision**)
- working together with relevant others to co-create plans to achieve these aspirations (**Co-create**)
- implement plans, considering how this can become part of day-to-day practice (**Embed**).

The work of [My Home Life](#) is based on appreciative inquiry, and they have many excellent resources which can help to support us on our improvement journey.

More resources on meaningful connection are available [here](#).