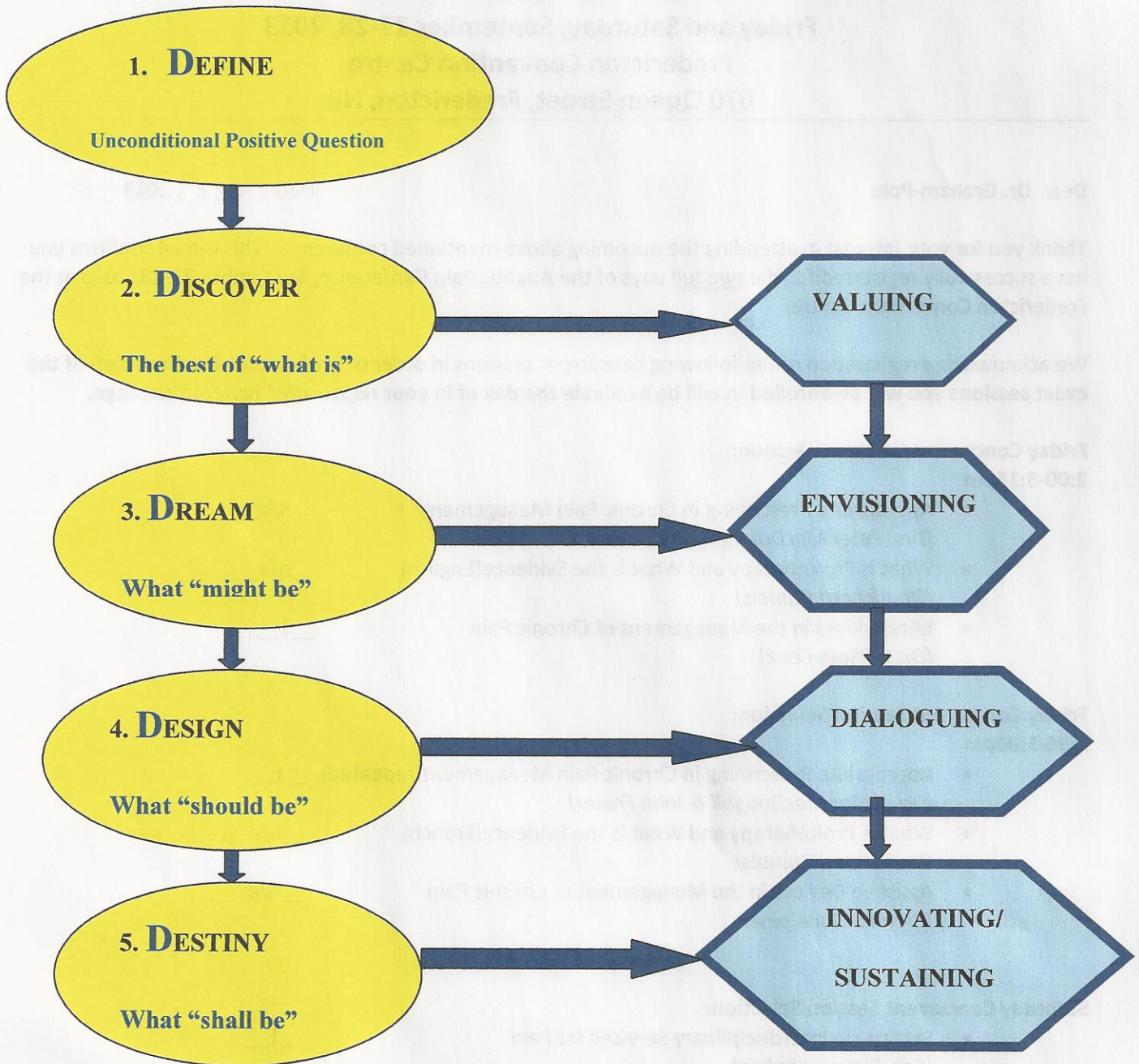


5-D APPRECIATIVE EVALUATION

AHA!



(Adapted from Ludema, Cooperrider & Barrett, 2001)