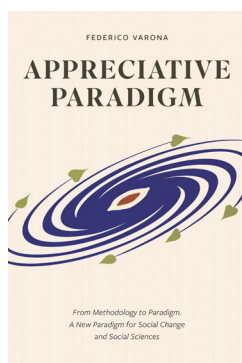


## Appreciative Resources

### Review by Nick Heap



Nick Heap was a scientist and then an OD consultant with ICI. He has been a Samaritan and a Relate Counsellor. He is a self-employed coach, counsellor, facilitator and trainer. He works with individuals, teams and organisations in the charity, private and public sectors. He has used Appreciative Inquiry since 2004.



[Appreciative Paradigm: English version](#)



[Paradigma apreciativo: Versión en español](#)

### Appreciative Paradigm: From Methodology to Paradigm. A New Paradigm for Social Change and Social Sciences

**Federico Varona**

**ISBN-13 (Kindle) 979-8218680428**

**Available in Kindle editions in English, Spanish, and Portuguese**

*Appreciative Paradigm* by Federico Varona is a meticulously researched and conceptually rich exploration of a truly transformative way of seeing the world. It is a pioneering synthesis of theory, scholarship and lived passion that invites readers to reconsider not only how they work with Appreciative Inquiry, but how they live.

From the individual to the cosmic perspective

The book first focuses on the individual and then expands into cosmology, the earth, and a more-than-human perspective. This structure mirrors the journey from inner awareness to planetary responsibility, and some of the most moving passages emerge when the author writes about the earth and the bigger picture, where the text feels less like an academic treatise and more like a revealing of his soul. Those sections, especially the reflections on appreciative ontology, are at times genuinely beautiful and inspiring.

He argues persuasively that Appreciative Inquiry is not just a method but a paradigm shift. Instead of focusing on what does not work and reinforcing a sense of powerlessness, this appreciative paradigm turns attention to what gives life and what we could create. It helps people feel more hopeful, resourceful, and empowered. It is a positive shift not only in the social sciences but also in the way human beings can understand themselves, relate to one another, and live in the natural world.

### A book to savour

The book's design supports careful study. It is comprehensive, with clear summaries and cues that help readers navigate complex material. This book is



[Paradigma appreciativo: Versão em português](#)

not a quick read. It is like a fine wine to savour slowly. You can dip into it, open a page, and let a single idea or passage work on your thinking for days.

The language and level of abstraction can make the book demanding. The author acknowledges that it can feel “too academic” for some people.

### Principal audiences

It is not clear whether the primary audience is scholars, students, practitioners or the author himself working through his own intellectual and personal journey.

Stories illustrating the appreciative paradigm in action with individuals, teams and communities would make the ideas more accessible and memorable.

Overall, *Appreciative Paradigm* is a groundbreaking and ambitious work that lays a foundational, integrative framework for appreciative theory and practice. It will be most rewarding for readers who are already familiar with Appreciative Inquiry and are willing to co-create this emerging paradigm.

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