

COACHING TIP: Thoughtful, Reflective Question Stems

One of the most important jobs of a coach is to ask thoughtful questions for specific purposes. As a coach, careful thinking about the type of question you want to ask is important. Considering the purpose and intended outcome of your question will help you choose effective questions. The question stems below are grouped by intended outcome. This document will provide guidance in developing thoughtful questions that will help a team move forward effectively.

Asking Questions That Seek *Reasons* and/or *Evidence*

- What events could have happened that...?
- Can you compare...?
- Do you know another instance where...?
- What was the turning point...?
- Can you share an example...?
- Is the evidence/data clearly linked to....?
- Does the evidence/data include qualitative and quantitative components...?
- What evidence supports.....?

Asking Questions That Help the Team Shift from *Descriptive Conversations* (e.g., facts, information, actions) to *Interpretive Conversations* (e.g., analysis, comparison, evaluation)

- What changes would you make to solve...?
- Can you elaborate on the reasons why...?
- How would you estimate the results for....?
- What conclusions can you draw...?
- Why was this project successful...?

Asking Questions That Require More Than a Yes or No Response

- Why do the results show....?
- What can you tell me about...?
- What happened after...?
- What differences exists between...?

Asking Questions That Help Identify Issues within the Context of the *Bigger Picture*

- What is the relationship between...?
- Has this ever happened before...?
- Why did these changes occur...?
- What do you think are some of the motives behind...?
- Why do you think this happening...?
- Can you elaborate on the reason...?
- Why was this project successful...?