



POWERFUL QUESTIONS

Objectives

To develop the capacities and the self-confidence of a person you manage, when she is confronted with the unknown struggling with moving forward.

When to use

- ✓ During coaching
 - ✓ During feedback sessions
 - ✓ To help with a professional situation
 - ✓ To delegate tasks to a person
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How to use

There are 2 levels of questions. Those that are related to what is visible and those that are related to what is invisible. In a conversation aimed at unlocking the invisible there are 4 types of questions that can be asked.

1. Start with what is visible by exploring the details about the situation that are external to the person. Questions beginning with “when, who, what, how much, with whom, how long” etc. are appropriate. Also to dig into some concepts “what do you mean exactly when you say ...?” ...
2. Take the first look at what is invisible, at what is inside the person and the impact the situation is having on them. Examples of appropriate questions are “How do you feel?” “What is most heavy, important for you?” “How is your energy, commitment, will?” “What do you believe about the situation that is blocking you?” “How true is this?” ...
3. Start to get the person thinking about possibilities for resolution by steering them to what success feels like. This is another look at what is happening inside them, at what is invisible. Appropriate questions could be “If you had a friend in the same situation, what would you advise them?” “Can you find some desire within you to resolve this?” “What is this feeling connected to?” “How will you feel when it is resolved?” “If you had a magic stick, what would you do?” ...
4. Final and closing questions go back to tangible steps which are part of visible outcomes. Ask questions such as “What are some possible first steps?” “What resources will you need?” “How will you move forward?”

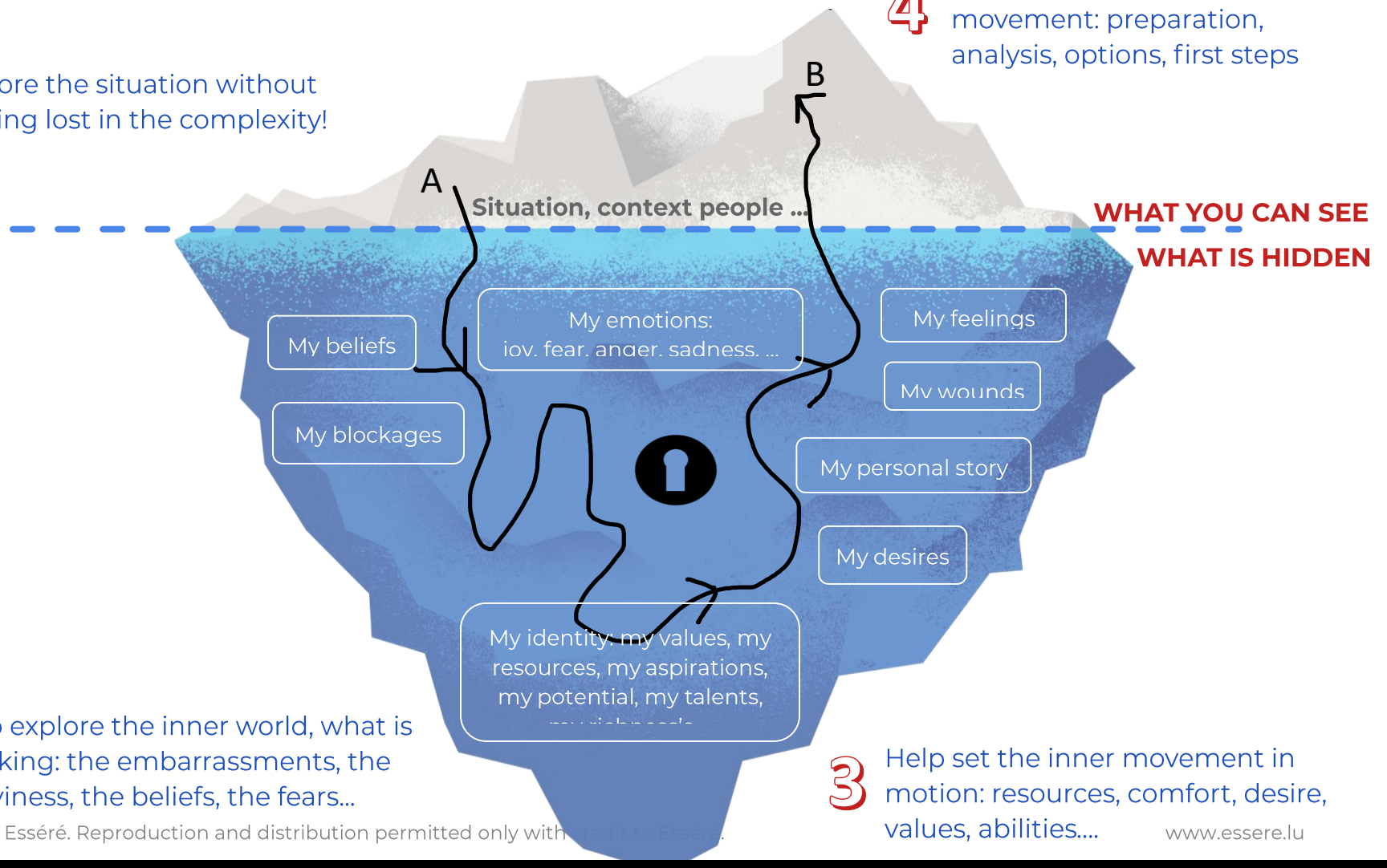


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Tool

1 Explore the situation without getting lost in the complexity!

4 Help with external movement: preparation, analysis, options, first steps



2 Help explore the inner world, what is blocking: the embarrassments, the heaviness, the beliefs, the fears...

3 Help set the inner movement in motion: resources, comfort, desire, values, abilities...