

Powerful Questioning Comparison Charts



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Open vs. Closed

Subject	Open	Closed
Goal Setting	<ul style="list-style-type: none"> • What would a successful year be for you? • What are your hopes for the next six months? • What will be challenging about achieving this goal? 	<ul style="list-style-type: none"> • Can you tell me what you hope to achieve this next year? • Is that something you feel you can achieve? • Do you want to focus more on ____ or ____ this year?
Communication	<ul style="list-style-type: none"> • What prevents you from having the conversation right now? • Who do you want to be for your team in this meeting? • How are your two communication styles different? • What do you want them to hear? 	<ul style="list-style-type: none"> • Did you try speaking to them directly about this yet? • Tell me what your core message is. • Is there something more you want to say in this meeting? • Does this conversation make a difference for your career?
Relationships	<ul style="list-style-type: none"> • What do you most value in this relationship? • Where do you see this relationship going in the next 5 years? • What are you learning about what has come between you? • Why is this person important to you? 	<ul style="list-style-type: none"> • If they were to change in this way, would you be willing to change? • Do you feel you cannot walk away from this relationship? • Did your manager treat you this way in the past? • Could you share more about this person?
Problem Solving	<ul style="list-style-type: none"> • What is behind this breakdown? • What would a perfect solution be? • What would an almost perfect solution be? • How would you like to apply what you learned here to the problem? 	<ul style="list-style-type: none"> • Can you share what is behind this breakdown? • Did you try _____? • Do you think this option will fix the problem? • Do any ideas stand out to you right now?
Planning	<ul style="list-style-type: none"> • What action will you take? • How will you hold yourself accountable? • What will be your first step this week? • What might get in the way? • How will you remind yourself in the moment? 	<ul style="list-style-type: none"> • Is there an action you want to take? • Can you let me know when you do that? • Do you have an idea of how you will start? • Is there anything that might get in the way? • Do you have a reminder?

Exploration vs. Information

Subject	Exploration	Information
<p>Goal Setting</p>	<ul style="list-style-type: none"> • What did you learn from last year's goals that you want to apply to this year? • What significant events should we keep in mind as we build these goals? • How does your income factor into the goals you want to set this year? 	<ul style="list-style-type: none"> • What goals did you set for yourself last year? • What events are happening for you this year? • What amount of money would you like to earn?
<p>Communication</p>	<ul style="list-style-type: none"> • What was the impact of what they said to you? • How urgent is this meeting for you? • What emotions do you have as you think about the length of the presentation? 	<ul style="list-style-type: none"> • What did they say to you? • When is the meeting? • How long will you be presenting?
<p>Relationships</p>	<ul style="list-style-type: none"> • How has this increase in your amount of reports impacted you? • How do you see your manager after this meeting? • What would it take to collaborate them given the role they play in the company? 	<ul style="list-style-type: none"> • How many direct reports do you have? • What is the name of your manager? • What role does this person play in the company?
<p>Problem Solving</p>	<ul style="list-style-type: none"> • How urgent is it that the problem is resolved? • What more do you need beyond your normal tools? • How do you want to collaborate with other teams on this? • How did the beginning of this problem differ from other problems? 	<ul style="list-style-type: none"> • How much time do you have to fix this? • What tools do you use to work on this type of project plan? • Which teams are involved in the problem? • When did the problem start?
<p>Planning</p>	<ul style="list-style-type: none"> • What action do you want to take as you adjust your sleep schedule? • When would this new action fit into your schedule? 	<ul style="list-style-type: none"> • When do you normally go to sleep? • As we pick a time for when you would do this, what does your normal schedule look like?

Trusting vs. Leading

Subject	Trusting	Leading
<p>Goal Setting</p>	<ul style="list-style-type: none"> • Sure, we can look at goal setting today. What do you want to accomplish this next year? • How do you want to remember this vision of the future? • What would it take to double this goal? 	<ul style="list-style-type: none"> • Sure, we can look at goal setting today. What would be your career goal then? • How much have you tried vision boards and other tools in the past? • What do you think about the idea that this goal isn't challenging enough?
<p>Communication</p>	<ul style="list-style-type: none"> • What might be getting in the way of an understanding between you two? • What type of support are you wanting to build your speaking skills? • What could you do to connect with the board? 	<ul style="list-style-type: none"> • What if it's just a misunderstanding on your part? • How much have you looked into organizations who help speakers practice their presentations? • What would happen if you sent out a message ahead of time to see what the board most wants from the meeting?
<p>Relationships</p>	<ul style="list-style-type: none"> • Who can you rely on for support as you work on your peer relationship? • What do you need to learn to bring more health to your marriage? • Who do you want to be for your direct reports as you take on this leadership role? 	<ul style="list-style-type: none"> • What would happen if you asked the director to help mediate this relationship with your peer? • Have you read <i>this book</i> on a healthy marriage? • What do you think your direct reports need from you now that you have gone from peer to leader? What else? What else? There is this one thing that you might also want to consider... (Fishing for "right answer")
<p>Problem Solving</p>	<ul style="list-style-type: none"> • What would an ideal solution be? • What have you learned from previous project planning tools? 	<ul style="list-style-type: none"> • What if we looked at this solution? • Have you ever done a project plan using this tool?
<p>Planning</p>	<ul style="list-style-type: none"> • When would be a good time to start? • How will you hold yourself accountable? 	<ul style="list-style-type: none"> • Is this Friday at 1pm a good time? • When will you let me know you completed your action step?

Empowering vs. Disempowering

Subject	Empowering	Disempowering
Goal Setting	<ul style="list-style-type: none"> • How might you be able to partner with ____ this year? • What will stay in your control through this crisis? 	<ul style="list-style-type: none"> • What does ____ need to do to help you be successful? • What impact has this crisis made on your life?
Communication	<ul style="list-style-type: none"> • What could you ask of your peers to help this meeting be more effective? • What would help you make a connection with the audience? 	<ul style="list-style-type: none"> • What should your peers be doing ahead of time to make the meeting more effective? • What could the audience do to help you present more effectively?
Relationships	<ul style="list-style-type: none"> • How much control do you have to return to collaboration with them? • When you step back and look at your differences, what is most important to you in this relationship? 	<ul style="list-style-type: none"> • What happened to you two to make things so un-collaborative? • What do they need to believe differently?
Problem Solving	<ul style="list-style-type: none"> • How might you be able to advocate for a more reasonable expectation? • What could you ask of your team to help create a solution together? 	<ul style="list-style-type: none"> • What led your manager to set these unreasonable expectations on you for this project? • What should your team have done to avoid this problem in the first place?
Planning	<ul style="list-style-type: none"> • What could you ask of your family to help you start? • Could I challenge you here?: Will you do this? 	<ul style="list-style-type: none"> • How can your family make time for you to be able to start? • Do you really think you can achieve this?