

# Thoughtful, Reflective Question Stems

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*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...?

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### **Asking Questions That Help the Team *Set Goals and Determine Actions***

- What changes could be made to solve...?
- What would happen if...?
- What can be done to minimize/maximize...?
- What would you recommend....?
- How would you prioritize...?
- How might this look different...?
- What other ways do you plan to...?
- What would happen if...?
- What might be an alternative...?

### **Asking Questions That *Direct Focus* Back to the Team**

- Can you tell me more about...?
- What evidence supports...?
- What do others think about...?
- Has this question been asked before...?
- Can you help me understand...?