CAIRN
CONSULTING SOLUTIONS

Examples of Powerful Questions
Open ended. Simple. Direct.

- They are intended to send people in a direction filled with <u>possibilities</u>.
- They invite <u>introspection</u>.
- They do not lead a person in a specific direction but allow for the direction to be determined in the answer.

Clarification: What do you mean? What does it feel like? What is the part that is not yet clear? Can you say more? What do you want?	**History:** What caused it? What led up to it? What have you tried so far? What do you make of it all?
Elaboration: Can you tell me more? What else? What other ideas/thoughts/ feelings do you have about it?	**Implementation:** What is the action plan? What will you have to do to get the job done? What support do you need to accomplish it? What will you do? When will you do it?
Evaluation: What is the opportunity here? What is the challenge? How does this fit with your plans/way of life/values? What do you think that means? What is your assessment?	**Outcomes:** What do you want? What is your desired outcome? If you got it, what would you have? How will you know you have reached it? What would it look like?
Resources: What resources do you need to help you decide? What do you know about it now? How do you suppose you can find out more about it? What kind of picture do you have right now? What resources are available to you?	**Options:** What are the possibilities? If you had your choice, what would you do? What are possible solutions? What will happen if you do, and what will happen if you don't? What options can you create?

Exploration:	Taking Action:
What is here that you want to explore?	What action will you take? And after that?
What part of the situation have you not yet explored?	What will you do? When?
What other angles can you think of?	Is this a time for action? What action?
What is just one more possibility?	Where do you go from here? When will you do that?
What are your other options?	What are your next steps? By what date or time will you complete these steps?