

## **The fact-finding questions**

Questions for concretization

- What is X? What does it mean? In what sense? What for? Who? What? How? When?

Summary questions/principles

- So, what is it about? If you should sum it up, what was it about? How could this be generalized? What is the principle behind this?

Extending Questions /to get a broader picture

- What else? One more thing? Tell me more about it. Does anyone have it similarly or differently?

Questions on the relationship between concepts

- Is there a relationship between X and Y? What is the relation?

## **From Theme (T) to Goal (G)**

Questions related to changes that might have happened (before the session)

- What has happened since the last time? What has changed since the last time? And what remained the same?

Questions on the topic (T → G)

- Which of those is the most important for you (to solve)?
- What should we address first?
- What would you like to work on?
- Which of the following topics would you address first?

Target questions (T → G)

- What would you like to happen to it (to do with it)?
- What might it look like when the topic is resolved?
- What would have to happen to you after today's session - even something small - that you would admit to yourself that (our) conversation/talking helped you?
- If our discussion goes well, what will be the result/the outcome?

Goal Measurability Questions (Contextualized Goal)

- How do you realise that it is so? What will be the evidence?
- What will you see, hear, feel?
- How will the others know/realise it?
- What exactly will be different once the topic is resolved?

## **Steps to make to reach the goal**

Questions about resources / motivation / needs

- What do you need for this?
- Where do you get motivation from?
- Is there anything you have learned from the things you have gone through that you could use to solve this problem next time?
- Imagine that ten years have passed, and you have not been addressing this issue. If you look back at your past, what past experiences have helped you with that?
- What is your best personality trait? How would you use it to solve this problem?

### Coping questions

- What have you done so far?
- How did you finally manage to resolve your situation?

### Questions about the trigger and the source

- Where did it come from?
- Since when has this been happening?
- How did it happen that ...?

### Circular questions

- How do others see it?
- What would XY tell you?
- Who do you think would be able to solve this problem? What do you think he would do?

### Exception questions

- Have you solved a similar problem before?
- Do you remember a situation when this was not the case? Really never? How is that possible? Are there ever times when it happens differently? How differently do you do it that ...?

### Question of responsibility

- What can you do about it? What are you able to do with it?

### Questions about feelings/corporeality

- What is going on in your body? What is going on inside you now? Stay with that. Where it is now? (a question focused on locating feelings in the body). The goal is to associate the coachee with the experience so that the change takes place on an emotional level.

### Meta-questions

- What do you realize now?
- What do you not notice about this situation?
- What are your assumptions?
- How do you know that ...? How do you recognize that ...?

### Questions on metaphor

- What would you compare it to?
- What metaphor would you come up with?
- What is it like?

### Context similarity questions (analogy)

- Do you know it from another context?
- Have you ever experienced it?
- Where / when else did this happen to you?

### Direct questions for learning

- What is the most important thing you take away for yourself?
- What (knowledge) have you learned thanks to this?
- What was it about for you?
- What new questions are you asking now?
- If this situation/topic/problem could teach you something about yourself, what could it be?

## **Application**

Questions on the application:

- What will you do as a first thing?
- What will be different next time you get into a similar situation?
- Based on what you know now, what is different?
- How will you use it next time?
- What should be different next time to make it more useful for you?