

## QUESTIONING

Good questioning is a learnable skill that helps you lay aside your agenda, understand others, and help them discover their own solutions. There are three types of coaching questions:

### 1. Clarifying

When you ask clarifying questions, you seek understanding.

*“When you say \_\_\_\_\_, what does that mean?” “Can you tell me more?”*

### 2. Open-Ended

When you ask open-ended questions, you create the space to explore options. Open-ended questions usually begin with how, what, and where, and cannot be answered with a simple yes or no.

*“How would you address that?”*

### 3. Insightful

When you ask insightful questions, you tap into the creative brain.

Use this two-part formula:

- Imagine what’s possible.
- Then ask an open-ended question.

*“Supposing you could... What would you do?”*

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