



Action Learning Questions

'Asking questions puts you in danger of finding out what you need to know.'

Questions of understanding:

- What are you trying to achieve?
- What is the difference between how you see things now and how you would like them to be?
- How will things change if you are successful?
- Who might be willing to help you?
- What obstacles do you anticipate?

Questions to get below the surface

- Can you explain? What exactly? How do you know? Can you give an example?
- What happened...? and? Because? Everyone? Always? Who are 'they'?
- How do you feel about that? What assumptions are you making?
- What do you think will happen and why?
- What are the consequences of doing that?
- What was the high point/low point for you?
- What have you learned from all this?

Questions to stimulate learning

- What is challenging for you about this issue?
- What opportunities are there for you in the situation?
- What would success look like?
- That obviously excites you: why?
- What metaphor could you use to describe the situation?
- What is important, what is urgent and what is the priority?
- What have you tried? Why did/didn't it work?
- Who else have you involved in this issue?
- Who can you turn to for advice and support?

Questions to explore options

- What if...?
- How would they react...?
- How do you feel about...?
- What do you think about...?
- What are the pros and cons of your behaviour?
- What would happen if you did nothing?

Powerful Questions

- What are the effects of this on others?
- Is there another way of working?
- What skills do you need to develop to cope with this?
- How can you improve the situation?

Questions to stimulate action

- What are you going to do next?
- What are your options for action now?
- Where could you get more information?
- Who else could you seek help from?
- What are you going to do for yourself before the next meeting?
- How can we help you to make progress?