Activity 1

**What is Thoughtful and Reflective Questioning?**

Thoughtful and Reflective Questioning is the second skill set of effective _________. Questioning can serve two purposes:

- Help inform the ______ of the team’s knowledge and intentions
- Help the team clarify its thinking and uncover possibilities and solutions

Thoughtful questions are designed to help teams ______ on their practice. Using carefully chosen questions will allow the coach to probe for deeper complexity and encourage team self reflection. As a coach, careful thinking about the type of questions to ask is important. Considering the purpose and intended ______ will lead to choosing effective questions.

**Why is Thoughtful and Reflective Questioning important?**

As coaches develop the ____ of thoughtful questioning, they can guide teams to be reflective of their practice. Thoughtful questioning helps build team capacity through evaluation of current status and determination of next steps.

**How does a coach help the team develop the skills and competencies to function independently?**

Carefully choosing specific, thoughtful questions is a process to help a team move forward with focus and intent. As a team moves through the planning and improvement process, a coach’s use of strategic, ______ questions supports team progress.

**Asking the right kinds of questions empowers the team to move forward to action in powerful ways.** Through questioning, the coach sends the message that the team’s ideas are critical to the ______ process. The team gains confidence and becomes more skilled at working through tough problems or thorny situations.

A thoughtful question does more than convey respect for the team’s ideas; it develops the team’s problem ______ abilities. However, when a coach is overly directive, or asks questions that are condescending, disingenuous or put people on the spot, the confidence of a team is reduced and the team’s performance and success are sabotaged.

The ______ of asking thoughtful and reflective questions supports both short-term and long-term capacity building goals: the short-term goal of helping the team to generate a ______ to the issue at hand and the long-term goal of helping the team develop the skills and tools to handle similar issues in the future independently.

**WORD BANK:**
reflective, coach, outcome, process, communication, planning, reflect, solving, art, solution