

Six Characteristics of Effective Questions

Effective questions are...	They sound like this...	Not like this...
<i>Open Ended</i>	<ul style="list-style-type: none"> • Tell me about your experience. • What are your beliefs about...? 	<ul style="list-style-type: none"> • Where did you teach? • Do you believe in...?
<i>Invitational</i>	<ul style="list-style-type: none"> • I'd love to hear about... • I'm curious about your thinking on... 	<ul style="list-style-type: none"> • Why on earth would you... • Why don't you...?
<i>Specific</i>	<ul style="list-style-type: none"> • How often does she...? • What does it look like when...? 	<ul style="list-style-type: none"> • Does she... much? • Does it seem like...?
<i>Evocative</i>	<ul style="list-style-type: none"> • What might this mean? 	<ul style="list-style-type: none"> • Does this mean that...?
<i>Positive or neutrally biased</i>	<ul style="list-style-type: none"> • What might you learn from this? • Tell me what went into that decision. 	<ul style="list-style-type: none"> • What were you thinking? • What was up with that?
<i>Challenge assessments</i>	<ul style="list-style-type: none"> • What evidence do you have? • How else might that be interpreted? 	<ul style="list-style-type: none"> • What's wrong with...? • Is there evidence that...?

Leadership and Coaching for Systems Change

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