### Six Characteristics of Effective Questions

<table>
<thead>
<tr>
<th>Effective questions are...</th>
<th>They sound like this...</th>
<th>Not like this...</th>
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</thead>
</table>
| **Open Ended**            | - Tell me about your experience.  
- What are your beliefs about...? | - Where did you teach?  
- Do you believe in...? |
| **Invitational**          | - I’d love to hear about...  
- I’m curious about your thinking on... | - Why on earth would you...  
- Why don’t you...? |
| **Specific**              | - How often does she...?  
- What does it look like when...? | - Does she... much?  
- Does it seem like...? |
| **Evocative**             | - What might this mean? | - Does this mean that...? |
| **Positive or neutrally biased** | - What might you learn from this?  
- Tell me what went into that decision. | - What were you thinking?  
- What was up with that? |
| **Challenge assessments** | - What evidence do you have?  
- How else might that be interpreted? | - What’s wrong with...?  
- Is there evidence that...? |