

Open Ended Questions for Reflective Listening

Open Ended Questions lead to more than *Yes or No* answers. These high value questions invite participation, build relationships, uncover assumptions, and create opportunities for learning.

Open Ended questions often start with ***What, How, Where, or Who.***

Follow up questions may begin with ***If, Explain, Describe, or Tell me.***

UNDERSTANDING ISSUES	SEEING WHAT IS POSSIBLE
<ul style="list-style-type: none"> • What do you think/feel about...? • What might be causing...? • What concerns you about...? • How does this situation affect...? • Tell me more about...? • How does that work? • What is an example of...? • What have you tried? 	<ul style="list-style-type: none"> • What is possible...? • How would you approach...? • What would you need...? • What are other ideas or options? • What else might we try? • Who do you know who...? • How do you want it to be?
EXPLORING INTERESTS	FINDING COMMON GROUND
<ul style="list-style-type: none"> • Tell me more...Help me understand... • What might be another explanation? • What would you like to see? • What is at the core for you? • If you could choose...? 	<ul style="list-style-type: none"> • If we did this, how...? • Who do you know who...? • Who else should be involved? • What do you hope for? • What comes next? • What would it look like if...?
REFLECTION	EVALUATION
<ul style="list-style-type: none"> • What is easy/challenging for you? • What did you see? • What might this mean? • What is emerging? • What is not yet clear? • How does this relate to...? 	<ul style="list-style-type: none"> • What went well? • What would we do differently next time? • What surprised you? • What are you taking away? • How will we move forward?