



## **A Guide to Asking Great Questions to Ensure Great Conversations**

Use this guide to help you start changing the conversations you're having as you approach your work of collaboration and consultation. Starting with a high point experience that isn't limited to only professional experiences, but could also include personal experiences, is a great way to open up authentic conversations that honor the whole person. Keep in mind that this builds trust and shared understanding. As you move into using the questions here, feel free to customize and apply different verbiage, and expand a bit into more specifics as needed, to fit your current goals, objectives, and circumstances. It's also helpful to remember that the goal is to draw out the good, so it's important to stay highly focused on high point stories, strengths and passions, using challenges, missed opportunities and metrics only sparingly throughout the conversation. Even if you have to cover a tough topic, maintain a position of compassion and understanding, and be willing to shift mindset and be curious to allow for the most enriching experience.

### **Questions to explore strengths through high point experiences**

- What has been a high point in your work since the last time we met, something you appreciate or something you noticed that you felt really made a difference? What specific good things came out of that experience?
- When have you had a sense of wonder and excitement since the last time we met—something that had gone beyond what you expected or thought was possible?
- Describe a significant quality moment that you participated in creating in your classroom, with your colleagues, with a family, or child since the last time we met. What was it about you, your colleagues, and what you did that allowed this moment to take place?
- What is one of the best moments you observed as it relates to valuing inclusion or supporting one of our objectives we discussed since the last time we met? Were there things you offered, and strengths you noticed about you that enabled that experience? What impact did you see with the children in the classroom?



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### **New ways to unlock positive emotions through recalling positive experiences**

- What has been the best thing that has happened in your classroom since the last time we met?
- What was one thing you accomplished this week that made you really excited?
- What was one quality moment you experienced this past week? Describe what happened. Was there anything about that moment that really stood out as it relates to the objectives we set or we have to meet since the last time we talked?
- What was fun time at work that you experienced this week? Something you observed in your classroom, with your teaching experiences or something fun you experienced with the children? How did it contribute to the overall environment to our goals and objectives around inclusion?

### **Questions to consider strengths when approaching challenges**

- What is it like for you when you're at your best here? Is there something you particularly appreciate about your role? What's happening and what is it about you that brings that best to life? How does what you bring to your role and to this environment align to the objectives in the classroom?
- When you're feeling and teaching at your best, what effect do these skills or behaviors have on you? What effect do they have on your classroom environment? With your colleagues, the parents, the children, etc.? How can this help us as we move forward?
- What is one high impact way you would feel most supported here to enable you to fulfill the objectives of an inclusive classroom (and all that it entails?)
- *If a negative situation has happened, something important that derailed you from the objectives:*
  - As it relates to this situation, how would you describe what happened? What is the greatest opportunity you see from this experience? What do you think we can learn as a result of this experience? How will this contribute to the overall well-being of the children in the classroom?



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### **Questions to approach growth and development**

- When have you felt, since the last time we met, that your actions have spoken for the best in who you are? What made this possible? How do you see yourself building on this as we move forward, especially as it relates to the protection of an inclusive classroom?
- If you could have any three wishes granted that would support you in being your best self, especially as a teacher here, what would they be?
- What are the things you are curious about, that you'd like to learn more about?
- In what ways have you seen yourself change and grow as we've been working together? Is there anything specific that has shifted in you as we've pursued these goals and objectives?

### **Additional Resources**

- Coaching with Compassion: Expanding Your View On Coaching For Sustainable Results [[blog](#)]
- Deep Dive Master Class: The Effortless Coach [[link](#)]
- A bit about Appreciative Inquiry [[link](#)]
- About the author - [Jennifer Lopez](#)