**Types of Questions to Avoid: Practice Writing**

**Impactful Questions**

|  |  |  |
| --- | --- | --- |
| Questions that grow out of judgment, interpretation, or the mentor coach’s agenda. | Rewrite these questions so they support the mentee’s agenda. | |
| Examples:   1. This sounds challenging … is this teacher competent? 2. What if we started with your leadership goals? I think you need to pay attention to them. | 1.  2. | |
| Questions that are in service of the mentor coach’s curiosity rather than the mentee’s agenda. | Rewrite these questions so they expand the mentee’s awareness. | |
| Examples:   1. How have you found that new social worker? 2. What on earth were the teachers thinking? 3. How exactly did you make that happen? | 1.  2.  3. | |
| Questions that are closed. | Rewrite these questions so they are open-ended. | |
| Examples:   1. Are things going any better? 2. Do you think you are prepared? 3. Will you be practicing regularly? | 1.  2.  3. | |
| Questions that lead or suggest. | Rewrite these questions so they come from a point of curiosity. | |
| Examples:   1. Sounds like some change is required? 2. Have you thought about inviting them in for a conversation? 3. How can you get more teachers involved immediately? | 1.  2.  3. | |
| Questions that are intended to advise or fix. | Rewrite these questions so they are on the learning edge. | |
| Examples:   1. How about getting someone else to lead that meeting? 2. Clearly the budget is a problem. What about initiating some fundraising? 3. You sound confused. Why don’t you think this through again? | 1.  2.  3. | |
| Questions that are stacked. | Rewrite this question in singletons and so they challenge the mentee’s assumptions. | |
| Example:  1. How do you think it is going to be … are you nervous … what support do you need? | 1. |
| Questions that ask for unnecessary detail. | Rewrite thee questions so they access creativity. |
| Example:   1. What did the grandparent say? 2. Then what happened? 3. How did you let him know? | 1.  2.  3. |
| Questions that are problem focused. | Rewrite these questions so the mentee is posed to generate their own questions or so the questions stretch and build the capacity of the mentee. |
| Examples:   1. What is it about this problem that has you all fired up? 2. What is stressing you out? 3. How long has this been going on? | 1.  2.  3. |