

Feedback Categories

The Past

- *“What led up to this?”*
- *“Give me some background – How did you arrive at this place?”*
- *“What else fed into this?”*

The Future

- *“Where do you see this going?”*
- *“How do you want things to turn out? What’s the best possible outcome?”*
- *“What’s the dream or the compelling future that calls you to move forward?”*

Patterns

- *“Have you been in a place like this before? Describe what happened.”*
- *“How have similar situations in the past affected you? How have you responded to them?”*
- *“Do you see any patterns here in your life or your responses?”*

The Inner You

- *“What is going on inside you during this change?”*
- *“How do you feel about that?”*
- *“Describe the emotions this situation brings to the surface in you.”*

Others’ Viewpoints

- *“How do you think your [boss, spouse, peers, etc.] sees this?”*
- *“What does this look like from the other person’s point of view?”*
- *“If you were your [boss, spouse, co-worker, etc.] what would things look like from that perspective?”*

The Concrete

- *“Give me a specific example of that.”*
- *“What exactly did you say? What did she say?”*
- *“OK—so run through that from square one. Exactly what happened?”*

Values and Principles

- *“What values do you hold that will influence your responses to this?”*
- *“What principles [business, ethical, spiritual, etc.] apply to this situation?”*
- *“What would it mean to be true to your beliefs and principles in this situation?”*

The Heart of the Matter

- *“What are the real issues here?”*
- *“What makes this significant to you?”*
- *“It seems like this is something important to you—talk about that a little*