



Cheat Sheet: Open-Ended Questions

1. Clarifying Questions

Designed to cut through the noise and focus on what's most important.

Purpose - Helps people sift through complexity, ensuring the conversation stays productive and aligned with their goals.

Examples:

- “What’s the real issue here?”
- “What outcome are you truly seeking?”

2. Exploratory Questions

Designed to dig deeper into the situation.

Purpose: Encourages critical thinking and examines underlying assumptions, uncovering the root causes rather than just addressing symptoms.

Examples:

- What’s the underlying challenge here?
- How does this situation align with your values?

3. Visionary Questions

Designed to imagine the future.

Purpose: Encourages people to think strategically and plan long-term by envisioning possibilities beyond the present.

Examples:

- “What does success look like for you in this scenario?”
- “If you could wave a magic wand, what would you change?”

4. Reflective Questions

Designed to learn from past experiences.

Purpose: Helps people reflect on past experiences to inform current and future decisions, fostering a growth mindset and continuous improvement.

Examples:

- “What did you learn from that experience?”
- “How could you approach this differently based on your learning?”

5. Action-Oriented Questions

Designed to help people move forward.

Purpose: Bridges the gap between thinking and doing, ensuring that conversations lead to tangible, measurable progress.

Examples:

- “What’s the first step you’ll take?”
- “Who can support you in this action?”

6. Empowering Questions

Designed to build confidence and autonomy.

Purpose: Shifts the focus from problems to solutions and obstacles to opportunities, reminding people of their strengths and capabilities.

Examples:

- “What strengths can you leverage in this situation?”
- “What resources do you have at your disposal?”

These questions guide conversations, foster profound understanding, and inspire action and growth.