

# “good coaching questions,”



*Good questions are catalytic.  
They open up the learning field*

**“Questions pull people  
toward the future,  
while answers point  
to the past.”**



*A question that has meaning to  
the people involved can ignite  
the whole process of learning  
and change.*

“A powerful question  
has the capacity to  
**travel well,**”



*Questions that travel well are  
often the key to **large-scale  
change.***

# ARCHITECTURE OF POWERFUL QUESTIONS

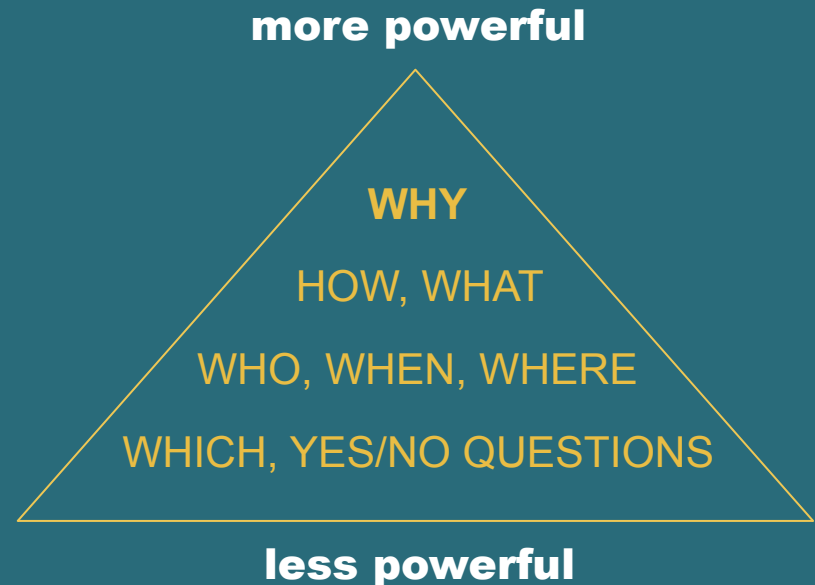
## 1. The Construction of a Question



*Is it a yes/no question?*

*Is it an either/or question?*

*Does it begin with an interrogative, such as Who, What, or How?*



# ARCHITECTURE OF POWERFUL QUESTIONS

## 1. The Construction of a Question



### caution

*Unless a “why” question is carefully crafted, it can easily evoke a defensive response.*

# ARCHITECTURE OF POWERFUL QUESTIONS

## 2. The Scope of a Question



*How can we best manage our team?*

*How can we best manage our LC?*

*How can we best manage our supply  
and demand process?*

# ARCHITECTURE OF POWERFUL QUESTIONS

## 3 . The Assumptions within Questions



*What did we do wrong and who is responsible?*

*What can we learn from what's happened and what possibilities do we now see?*

# ARCHITECTURE OF POWERFUL QUESTIONS

## 3 . The Assumptions within Questions



*What assumptions or beliefs  
are we holding that are key  
to the conversation we are  
having here?*



# ARCHITECTURE OF POWERFUL QUESTIONS

## 3 . The Assumptions within Questions



*How would we see this if we held an entirely different belief system than the one we have?*

**“evaluating  
the questions  
you ask,”**



*Understanding why the  
questions I have been using are  
not doing their work...*

# “good coaching questions,”



*The most powerful questions  
come directly from the field  
(**the hearts and minds**)  
of the people involved.*