

Toolkit Title

Ask Powerful Questions

Purpose of Toolkit

This is a set of principles to offer powerful questions during a conversation. More empowering than offering a powerful answer or advice, questions can allow someone to exercise ownership and personal agency over a situation, keeping them accountable

Toolkit Methodology and Application

See toolkit appended/ below

Case Study or Example

See toolkit appended/ below

Acknowledgements and Sources

See toolkit appended/ below

Toolkit Category

Organisation Development

Keywords

Organisation Development, Powerful Questions, Intrapersonal, Interpersonal

Name and Email of Project Contact Person(s)

Name: Organisation Development Unit

Email: ttsh_organisationdevelopment@ttsh.com.sg

ASK POWERFUL QUESTIONS

#advanced #intrapersonal #interpersonal

This is a set of principles to offer powerful questions during a conversation. More empowering than offering a powerful answer or advice, questions can allow someone to exercise ownership and personal agency over a situation, keeping them accountable.

Three basic principles of a Powerful Question:

1. It offers a clear distinction. It simply means you help someone see something they never saw before.
2. It is genuinely curious. Not a veiled attack, advice or assessment.
3. It can evoke uncertainty, personal and slightly discomforting. The question brings someone just to their contact boundary and allows them to make the choice whether to cross

ASKING POWERFUL QUESTIONS

When to use: When someone is seeking advice from you

How to use:

You may put on various dispositions in coming up with Powerful Questions. The following are some examples to get you started:

1. **Resolution:** What is the real outcome you want here? (Helping people see they never thought of the goal they want)
2. **Stability:** What are the values that you believe in that can help you make this decision? (Bringing to mind values and principles in times of confusion)
3. **Openness:** What do you feel towards X and what request have you not made to them? (Bring to awareness relationships and feelings)
4. **Flexibility:** What if? Why not? (Framing a new possibility)

For more information, see Body Disposition (Card 10) and Respect (Card 2).