

Real-Time Development

Asking questions to create insights

Why is this important?



Asking questions that require people to think through an issue or challenge for themselves can lead them to an “aha” moment, also known as an insight. This helps them see themselves or their challenge differently in a way that helps them grow, empowering them to take action that leads to their continued development.

Think about it



Think of a time when someone asked you a question that helped you think differently about a challenge you were facing. What was it about the question that helped you have a new or different insight?

What does it look like?



Effective questioning brings insight, which fuels curiosity, which cultivates wisdom.

Chip Bell
Organization
relationship
expert

When you need to ask these types of questions:

Recall knowledge	Apply new knowledge	Comprehend	Analyze
<ul style="list-style-type: none"> •What do we already know about this? •Can you give me an example? •Where have you seen this before? •How does ... fit with what we learned before? •How does this relate to what we have been talking about? •Why are you saying that? 	<ul style="list-style-type: none"> •What do you think the main issue is here? •Let me see if I understand you; do you mean _____ or _____? •What do we know so far? •How did you choose those assumptions? •What would happen if...? •Do you agree or disagree with...? 	<ul style="list-style-type: none"> •Why is that happening? •Show me...? •Can you give me an example of that? •What do you think causes ...? •How might it be refuted? •How can I be sure of what you are saying? •Why is...happening? •What evidence supports what you are saying? 	<ul style="list-style-type: none"> •Why is...necessary? •Who benefits from this? •What is the difference between...and...? •Why is it better than...? •How are...and...similar? •How could you look at this in another way? •Then what would happen? •Why is...important? •What other information do we need?

Tips

- Questions are focused on helping the other person think about their situation differently
- Avoid questions that can be answered with a yes or no

Take action



1. During the conversation, be genuinely curious about what the other person thinks.
2. After the conversation, ask yourself:
 - Did asking these questions help both parties gain clarity by sharing insights?
 - Did my questions cause the person to think beyond the conversation while remaining exploratory and non-judgmental?

