Questions with Strategy

During the mentoring process, you often begin with **Investigative Questions** – to understand the issue at hand. And when basic understanding has been accomplished, you can move to **Discovery and Empowering Questions** – to push the person to learn and to make a decision or a commitment to a course of action. Strategically questioning your mentee will help them identify the real issue or problem, define how he/she is contributing to the problem, push for action and challenge them to think:

1. **Investigative Questions** solicit facts, objective data.
   a. Tell me what you have accomplished so far.
   b. How long has this been going on?
   c. What’s happened?
2. **Discovery Questions** push the person to draw conclusions, learn from experience and discover new knowledge or insights.
   a. What have you learned from this?
   b. If you had it to do all over again, what would you do?
   c. What worked best?
   d. What advice would you give someone just starting out on a project like this?
   e. What concerns you?
   f. What are your ideas on this?
   g. What would happen if you did?
   h. What scares you most about taking this on?
   i. Tell me three things that you would consider in making a decision on that.
   j. What are you most comfortable with?
   k. What conclusions do you draw from this experience?
   l. What caused you to say that?
   m. What makes it necessary to do it that way?
   n. What is your reasoning?
   o. What did he/she do that helped most?
   p. Give me two alternative ways of thinking about this.
   q. What could you have done?
   r. If Charlie says this, what could you say back?
   s. What else could you have done?
   t. What is most important to you?
3. **Empowering Questions** inquire into what the person being mentored is feeling, planning, wanting, and is ready to commit to.
   a. What outcome are you looking for?
   b. What will you do first?
   c. What must you do to make it happen?
   d. How will you begin?
e. How will you know when you have it?
f. Who else needs to know this?
g. What resources do you have/need?
h. What is the risk of doing this? Not doing this?
i. How might you get in your own way?