



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 his 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?