

# CREATIVISTA COACHING

## Open-Ended Questions

### OPEN-ENDED Qs // DEFINE

This type of question seeks full-bodied, meaningful, and explorative answers which cause the respondee to pause, reflect, discuss and engage their own context. Open questions empower the respondee to fully engage the conversation, offering greater personal buy-in / ownership of their observations, ideas and subsequent actions. Open-ended questions invite, they don't interrogate or condescend. You can set boundaries within the question to narrow the focus OR remove specifics to open the response field.

#### EXAMPLES

#### WHAT | HOW | SHARE | DESCRIBE //

**What** | "What would you do if all obstacles were removed?" "What are three healthy and productive things you can do this afternoon to resolve that?"

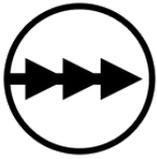
**How** | "How would you handle that if you were in charge?" "How will you take the first step on that?"

**Share** | "Share a little about how you've handled that in the past." "Share how you would honorably act if you knew the path was clear?"

**Describe** | "Describe your decision-making process a bit." "How would you describe your vision for your creative pursuits?"

### BE AWARE OF CLOSED-ENDED Qs //

Closed-ended questions can slow/stop the flow of participation in conversation, allowing the one asking to lead, direct or simply dull the conversation. Closed questions can begin with: Who did, Who said, Did you, Will you, Can you, Can I, Is that... these foster Yes / No responses that often require little thought, discovery, ownership or explanation. However, closed questions may be necessary at times to solidify responses, information or beliefs. Beware of asking questions that demand 'correct' responses; likewise, beware of viewing the coachee through the lens of unhelpful frameworks such as intersectionality, etc.



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## Question Worksheet

### SELF-COACHING... MYSELF

Spend some time coaching yourself. Create a list of what, how, share and describe questions that you would ask yourself on your most courageous day. Your action steps should not rely on others to meet your needs, desires, standards or goals. However, your decisions and action steps will involve those whose lives are impacted by your decisions. Be honest. Be responsible. Be ethical. Be faithful. Enjoy the ride.

#### Finish crafting your own coaching Qs:

What will I

How will I

When will I

Share a time when

Describe one victory

Ten years from now I

How many options

How many obstacles

How will I overcome

What

How

What

How