



Action Learning Centre

Welcome to your QUESTION BANK

There are lots of ways you can use your Question Bank cards and here are just a few ideas to get your started. We encourage you to experiment in your action learning, coaching, training, meetings or anywhere you want to help others develop and hone their questioning and coaching skills.

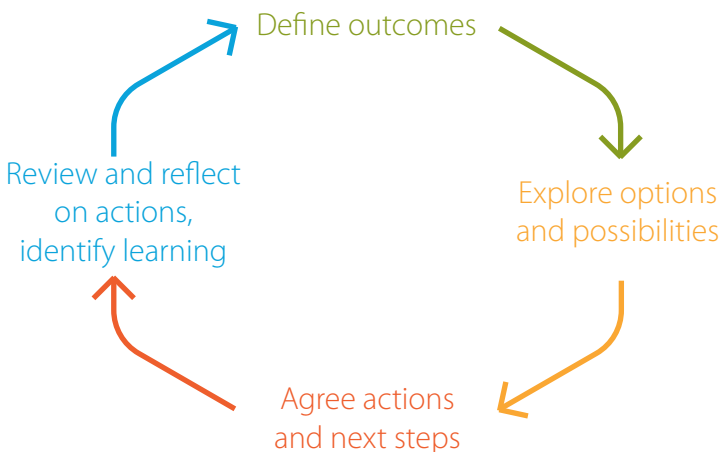
Coaching

Green Outcome questions can help identify what a coachee wants to work on

Orange Exploratory questions stimulate new thinking, reflections and insights.

Red Action orientated questions help identify next steps to addressing or resolving the issues.

Blue Review questions help deepen reflection on actions and progress



Action Learning

- Ask Set Members to start with **green** questions to clarify the topic, the desired outcome for the topic and the session

- Move to **orange** exploratory questions to deepen the exploration and understanding
- In the last third of the session move into asking **red** action questions.
- When reviewing progress at the next session refer to the **blue** review questions to aid reflection and help identify learning

Training

Open questions help people problem solve and identify new options and potential solutions. They invite reflections from different angles and encourage deeper insights. Questions that start with what, where, when, which, who and how... are more likely to be open questions.

A memorable way to introduce the open question prompt cards (and make people smile) is referring to them as 'Five bums on a Bed.'



It's shorthand for remembering – What..., When..., Where..., Which..., Who..., and How...

Team meetings

The cards can help develop exploration and expand ideas as opposed to advice or opinion giving. They are a quick check if the question a person wants to ask is an open question.

Lay the cards on the table or floor so they can be seen. Explain the purpose is to practice open questions.

If people ask closed or leading questions you can ask them to rephrase the question. A simple way to change from closed to open is to change the first couple of words.

'Is there someone to help you with this?' to 'Who could help you with this?'

'Do you think you would use this?' to 'How would this fit into your work?'

Ask them to look at the cards as a prompt to re-word their question.

Keep the cards in your resources bag for any time when you want inspiration, a new approach, a prompt, and keep us posted about how you have been using the cards so we can share with other Question Bank users. Email us at contact@actionlearningcentre.com

Enjoy!

Your pack contains 128 colour coded question cards.

- 12 Open question prompt cards - What, when, where, who, which & how...
- 16 Green Outcome question cards
- 14 Red Action question cards
- 64 Orange Exploration question cards
- 23 Blue Review question cards