

THE POWER OF A QUESTION

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Ask Open Ended Questions First

Invites collaboration and feelings of being treated with respect.

- What...?
- How...?

“Why” questions can imply judgment. Closed (Yes or No) questions can feel like an interrogation.

The Sequence is Important

- Use the right tone.
- Pay attention to group dynamics.
- Ease into harder questions once the connection is established.

Question Starters

Use these resources as a guide to identify meaningful questions to your context.

[Question Stems](#)

[Questions of Inquiry for Conflict](#)

Best Practices

The art of asking questions is equally as important as effective listening. Great questions:

- Demonstrate that you are prepared for a conversation
- Illustrate the expertise you bring to the table without showing it off and allow all parties to understand each other
- Invite others to deepen their thinking, challenge beliefs, and uncover innovative outcomes.

Checklist

Here is a quick checklist before you ask a question:

- *If I were the District, how would I react?*
- *If I were the Parent, how would I react?*
- *Can I say this in a way that is more facilitative?*
- *Can I say this in a way that builds more rapport?*



[Link to all ADR Monthly Tips for 2024-2025](#)