Open questions - the key to discovering potential

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Topic: Using the open questions as a tool for personal development and discovering the potential of a person.

Goal(s):
The goal of the workshop is to show you that there are many different types of the open questions you can use in the communication that can help to discover the person's potential. You will also learn how “to chain” according to what your communication partner said which can help you to lead the developmental conversation more easily and naturally.

Target group: facilitators, youth workers, teachers

Material: paper, pen, flipchart paper, markers, ball of wool

What	Why	How	Time	Who
Introduction	introduce the lecturer and the topic	Introduce myself as a lecturer and talk about why the open questions are good for personal development. Just a few words.	5	Jana
1 activity - the net from the ball of wool + reflection	to know each other in the group, to introduce the open questions	material: ball of wool 1) The group will make a circle. The lecturer tells his name, a few words about himself and he passes the ball of wool to another person with some question. The next person answers the question, introduces himself, and says some other question for the person to whom is passing the ball of wool. Each person (also the lecturer) is keeping a string so at the end there will be the net. 2) The lecturer asks the group - which type of the questions were used and then there is the discussion and makes a short reflection.	20	Alexandra
energizer	to increase the energy level	Space for the energizer you can use anytime during the workshop. Example: Divide the participants into two groups. They will make two rows so that everybody has got somebody before him. There will be some distance between two rows (about 2 metres). You will put the pen in the middle before each couple and the game can begin. You (lecturer) are saying the parts of the body and the participants must touch them (eyes, nose, ears, shoulders…) and sometimes you say “pen”. Then they must take up the pan from the ground. The first person from the couple that took up the pen from the ground first has a point. The person with the most points wins.	5	
short theory about the types of the open questions + the technique how “to chain”	To learn that there are different types of the open questions according to its direction and to learn the technique “to	material: flipchart, markers The lecture is talking about the types of the open questions and the technique how “to chain” and how to use it in a conversation to help the conversation partner to develop himself. Direction of the questions - narrowing, expanding, in depth, out of the structure	15	Jana

	chain" that can help the communication partner to develop himself.	"to chain" - Asking your communication partner with the open question according to what he said. With using the key word. It is also necessary to listen actively. Example: …… I like to walk in the nature. -) What is the main benefit from walking in nature for you? …….. I feel healthier. -) What does it mean to you that you feel healthier? …….		
2 activity - practising technique "to chain"	To experience the technique "to chain" and to learn using the open questions in the conversation.	Making the groups of three people. One will be the observer, one is the person that is talking and one is the person that is asking. The goal is to practise the technique "to chain" and using the open questions that can help the communication partner to grow. The observer is listening to the conversation between the other two people in his group and he perceives which questions were used, how they were used, if the question was connected to what the person said. Then he give the feedback to the person who was asking. Everybody in a small group will try each role. There is about 5 minutes for one conversation and 2 minutes for the feedback and then change of the role. This activity takes about 20 minutes.	20	Jana
reflection to the 2. activity in a small groups	to reflect what it gave to the participants	Reflecting the previous activity in the groups of three.. The questions can be: 1 - How did you feel as a person that was asking during the conversation? 2 - What did you learn from this experience? 3 - How can you apply the experience in your work/life?	5	Jana
discussion	To reflect more and to inspire each other.	Discussion about how they feel, what they learned and how this "chaining" can help them in their conversations and the work to help the other person to grow. Also the space for the questions for the lecturer.	15	Jana
final reflection and closing	To close the workshop.	Final words and talking about what you got from this workshop for yourself and for your work experience or the conversations with each other.	5	
		Total time:	90	

Suggestions for next time:

- choose another introducing game
- start the workshop with the higher level of energy - it is better for the group dynamic and the energy from the beginning -) when you get into the role of lecturer, do it with more energy and higher voice
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