Coaching + LTTC

Find it out!

Developed by Juan Ratto-Nielsen

Closed Question
Yes/No/Data

What?

How?

When?

Who?

Why?*

Paraphrase+Question
“It sounds like ..., so did you mean ...?”

Clarify+Question
“When you said..., did you mean...?”

Summarise+Question
“As far as you have told me, are... the main points/ideas?”
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Closed Question
Yes/No/Data

What?

How?

When?

Where?

Which?

Paraphrase+Question
“It sounds like..., so did you mean...?”

Clarify+Question
“When you said..., did you mean...?”

Summarise+Question
“As far as you have told me, are... the main points/ideas?”
Observer: Write down the questions. Do not fill in the other columns yet.
When all participants have finished, the team will check how powerful the questions are, according to the following criteria:
A powerful question...
• reflects active listening and an understanding of the client's perspective.
• evokes discovery, insight, commitment or action (e.g., those that challenge the client's assumptions).
• is open-ended creating greater clarity, possibility or new learning.
• moves the client toward what they desire, not questions that ask for the client to justify or look backward.
(ICF - Core competences)

<table>
<thead>
<tr>
<th>Question</th>
<th>Close-ended</th>
<th>Open-ended</th>
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<th>Clarity</th>
<th>Summarise</th>
<th>Power</th>
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