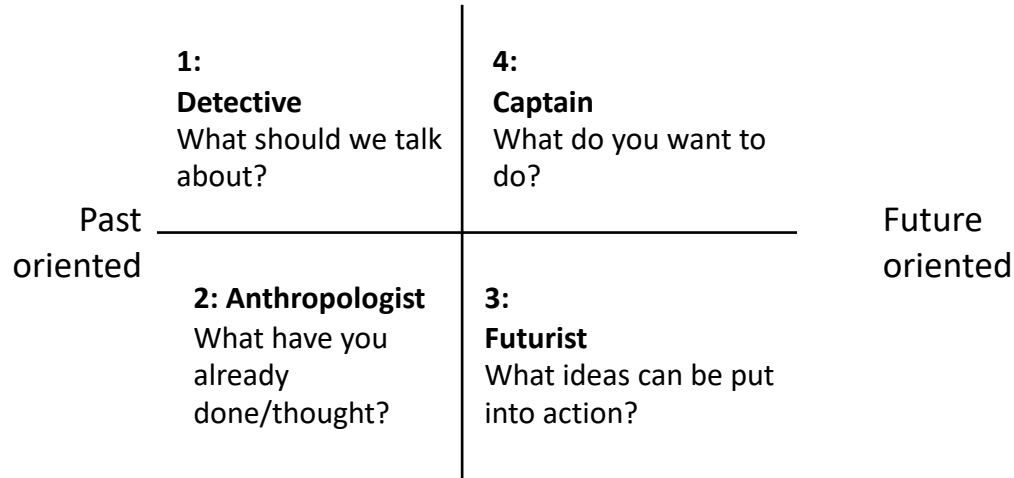


Question guide

Linear, simple understandings



Circular, complex understandings

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The detective asks to clarify:

The detective asks about the past and is intended to focus on the theme of today's conversation:

- What is the challenge?
- What happens?
- When does it happen?
- In which situations does the problem occur?
- Who is involved?
- How long has it been going on?
- What have you/you already done?
- What advice have you/you received? What is your role/job title/task?
- Who was present when the incident occurred?
- What were your intentions?
- When did you get the assignment?
- What did you think when it became a reality that you had to act concerning (the task, the problem...)?
- How long have you been employed?



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The anthropologist, asks to explore

The anthropologist searches for local meaning and is meant to find other truths than a mentee's own:

- How do you explain the situation?
- Could there be other explanations?
- How would C explain the situation?
- Concerning X, how do you see the problem?
- What could C's good intentions be?
- Wondering what the Boss's good intentions were?
- Who had the best eye for the possibilities?
- What do you think your colleagues thought when you...?
- Who do you think likes the change?
- How do you interpret those reactions?
- What would the Boss say?

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The futurist, asks about the visions

The futurist wants to know what the future will look like and is meant to imagine options for action:

- What if the miracle has happened and everything is resolved? So what are you able to do?
- When you look back on this period in 1 year, what will you notice?
- If your values were applied, what would your workplace look like?
- Who in your environment would be the first to notice if the problem disappeared?
- What would Y want to see you do?
- If everything worked out, what would it look like in a year?
- If you do nothing, what will the problem look like in a year?
- What would be a minor change that would make a difference for you?



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The captain, asks about options

The captain wants answers and is meant to influence action:

- What's the first thing you want to do?
- What will you do differently tomorrow - in the next few weeks?
- Who can help you?
- How will it be seen?
- Who needs to know you're doing it?
- How will you ensure that this happens?
- On a scale of 1-10, how certain are you that you will do it?
- If low: what needs to be done to make it more secure?
- If high: what made it so high?

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