

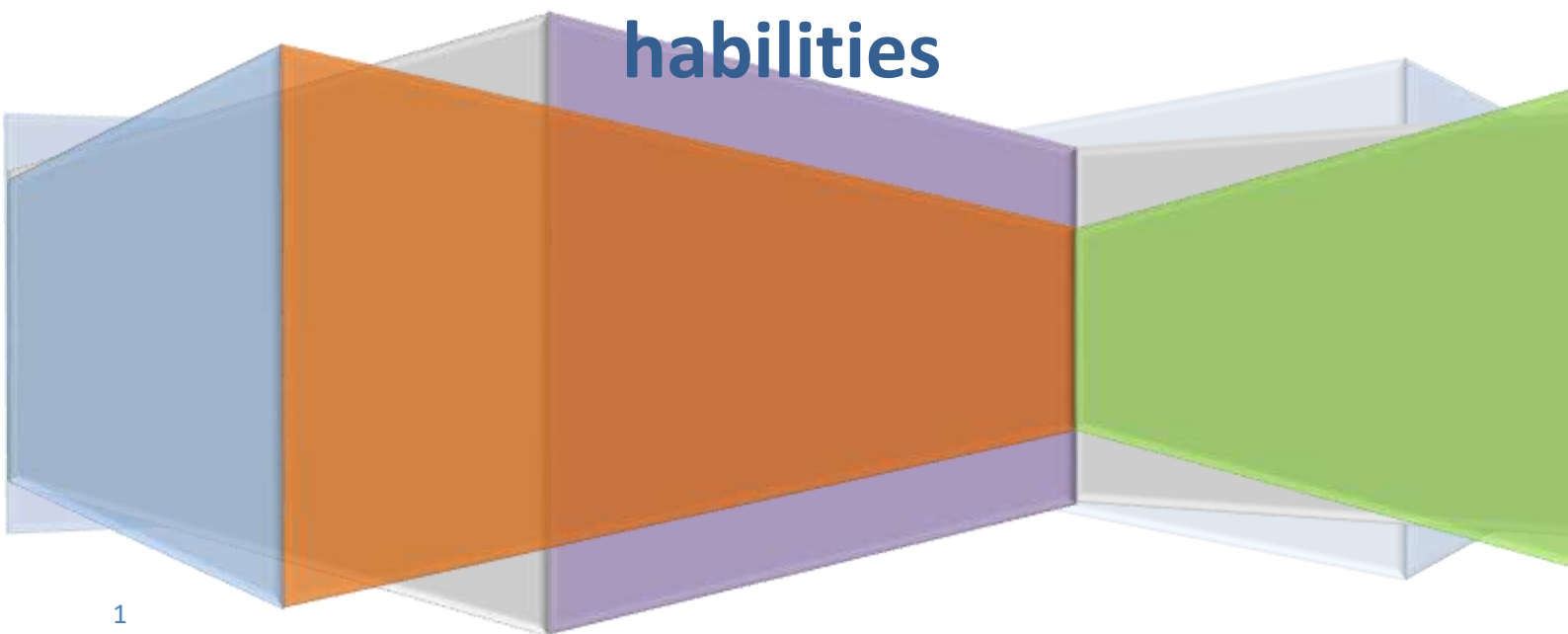


IO2. Task 2.2

Work slowly, work better

Training toolbox

Development of habits, routines and habilities



1



NAME OF THE TOOL: The path towards questioning

ORGANIZATION AND COUNTRY: I&F - IRELAND

Online Face to face

Overview (What I am going to learn?):

Participants will learn how to question themselves and other colleagues with powerful coaching questions that lead to effective solutions to issues.

Objective (What am I going to learn it for?):

The aim of this activity is to practice powerful questioning. Participants will evaluate the answers to those questions and will learn the process of problem-solving for questioning.

Materials:

Pen or pencil and paper

Time: 1 hour approximately

Target group:

Leaders and employees of a company, especially in SMEs

Instructions for facilitators

Divide the participants into groups of 2 so that they can work in pairs for question 1

Group all participants together to facilitate open discussions about questions 2 and 3.

Tasks and procedure

1. The facilitator will suggest participants to think about a company issue that need to be addressed. Allow the participant time enough to define the problematic situation and to enumerate and consequences of it. This will take approximately 7 to 10 minutes.

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2. Ask participants to answer together for some of the following questions below to find direction. (7-10 minutes)

- a. If you don't like what you have now, what do you think it should be like?
- b. What would it feel like to have an idea of where you are going?
- c. What did you imagine your work should be?
- d. What would you like to happen today that isn't happening?
- e. If your financial situation was settled for life, what would you like to do that would make you feel useful?

3. After that, the facilitator will lead a 20-minute discussion with the whole group to openly discuss in group about some of the questions below. This will move them into proactive action and solution evaluation.

- a. How long have you been thinking about it?
- b. How would you feel if you had already done it?
- c. What would happen if you did it?
- d. What happens if you don't do it?
- e. What would it take for you to be ready?
- f. What could you do that you are not doing?
- g. What do you need to stop doing?
- h. What would be the only thing you could do right now?
- i. What do you think needs to be done to get ready?
- j. What would it take to make what you would like to happen happen?
- k. What would bring you closer to the goal?
- l. Let's be fatalistic, what is the worst thing that could happen?
- m. What would be the best thing about achieving it?
- n. What would be the worst thing about not achieving it?
- o. What would get your attention instead of running away from it?

Adaptation to online implementation

This activity can easily be done online. The facilitator and participants will need a computer, a good Internet connection and a platform such as Zoom or Google meets. The facilitator will need to create one virtual room per group.

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It is important to remind participants to respect the speaking time and to mute their microphone when the whole group is in the same room to avoid disruptive noises.

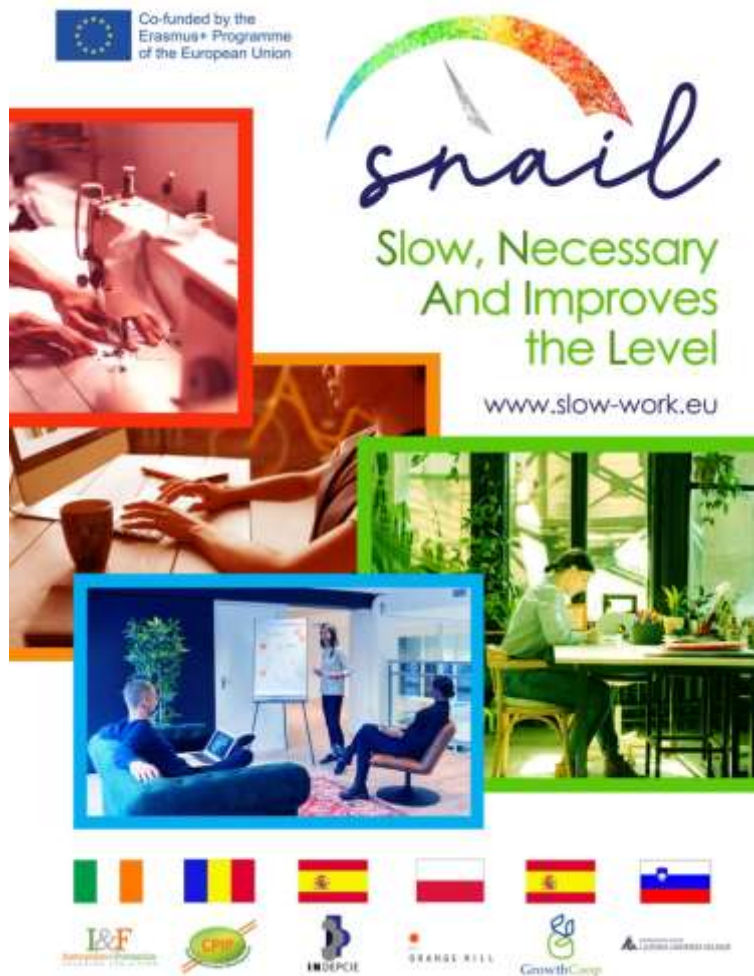


Connection with the skill

This activity is directly related to skill in the sense that the questioning process will bring the SNAIL concept into strategic thinking and to solution finding. We are convinced that it is important to dedicate high quality time to thinking strategically within the small and medium enterprises through powerful questioning.

Conclusion and evaluation

As an evaluation activity we propose the facilitator to ask the participants how they they have change their perspective from problem focus to solution focus. They should be able to see that in the first questions they will focus on the problem, in the second question they were able to take prospective and in the third question they were moved into action by the simple act of questioning.





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