



## Question Toolbox:

### Clues:

- Ask open-ended questions. *E.g., "What does that Scripture mean to you?"* NOT *"I think this Scripture means..., do you agree?"*
- Ask questions that are challenging. *E.g., "Recruiting new team members can be difficult for some people. What would you suggest might be an effective recruitment strategy?"*
- Ask questions that assess general behaviours of the average person. *E.g., "What are common mistakes small group leaders make when asking questions?"* NOT *"What mistakes do you make when asking questions?"*
- Ask questions that are a reflection on their previous experiences. *E.g., "What traits of spiritual leadership have you admired in one of your previous small group leaders?"*
- Ask questions that have them self-assess. *E.g., "Which of these do you think are one of your strengths? Which do you think is your weakest area?"*

### Great questions to reflect on shadowing experience:

- What did you notice they did really well?
- What do you think they could have improved on?
- What did you learn from your recent shadowing experience?
- What are your two practical takeaways from the shadowing experience?

### Eight Key Questions from an article, scripture or video:

1. What stood out to you the most?
2. What challenged you the most?
3. What questions did this article raise for you?
4. What Scriptures teaches or illustrates this?
5. What leadership strengths did this affirm in you?
6. What growth areas did this reveal to you?
7. What are two action steps you need to take and what could hold you back from this becoming a reality?
8. What accountability questions would you like me to ask you next time we meet?

### Examples of follow up questions:

- Why do you believe that?
- What about that experience was good or bad?
- What impact did that experience have on you?
- Where have you experienced that in the past?
- Who have you seen do that well or poorly?
- What specifically made them good or not so good at that?
- What principles can you learn from their example?
- What one thing would you want to emulate from their example?
- On a scale of 1-5, with 5 being high, how would you rate your skill level in this area?
- What specifically made you give yourself that rating?
- What would you need to do in order to move your rating to a 5?
- If you were to make progress in that area, what would be a significant step you could take?
- What are two mistakes that people commonly make?
- What are two excuses people commonly give?
- What are two reasons people believe this?