

# GROUP LIFE LEADERS

## ASKING GREAT QUESTIONS

Life changes are often the result of having formative conversations. These conversations happen as a result of asking great questions.

A key ingredient to conversations that lead to life change is asking the right questions at the right time. Questions cause us to think, help us create answers we believe in, promote greater ownership and buy-in, motivate us to act on our ideas, and allow leaders to guide conversations.

As a leader, one of the most powerful gifts you can bring is the gift of asking great questions. The foundation for asking great questions is having a posture of curiosity.

### BE CURIOUS

The first step to asking great questions is to be genuinely interested in other people. You don't have to know all the answers. Don't be too eager to share your perceived truth. Great questions are discovery-based, meaning you don't know the answers.

Be sincerely curious. To truly love the people in your group, you have to learn about them. Let them do the talking. Draw them out. Pursue them. After establishing a posture of curiosity, practice some of these tactics for asking great questions.

### TACTICS FOR ASKING GREAT QUESTIONS

**Ask Deeper Ice Breaker Questions.** This approach is a bit like a funnel and sets you up for a great discussion. Start with a broader question and gradually get more specific and intimate. For example, if you ask, "How are you today?" and someone responds with "Good," you can ask, "What makes today a good day?"

**Ask Significant Questions.** These questions go even deeper than icebreakers. Significant questions help people think about what's most important, draw out their identity or touch on their deepest desires. An example would be, "What has been the most meaningful spiritual encounter you have had?" These can sometimes be uncomfortable, but your group will appreciate your courage to ask these questions.

**Ask Open-Ended Questions.** Open questions are essential because they cannot be answered with a simple "yes" or "no." For example, instead of asking, "Did you feel disappointed?" you could ask, "Could you describe how you felt at the time?"

**Ask Short and Compact Questions.** This is one of the simplest and most effective ways of fostering great conversations. These questions draw out introverts, help get to the heart of the matter, communicate that you care about their story and come in handy when you don't know what else to say! Examples could include, "Can you keep going?", "What else?" and "Can you say more about that?"

In all of this, try to prevent answering questions yourself and never shy away from a little awkward silence! People need time to process, and silence can be a good thing.

## REACH OUT TO STAFF CONTACT

We hope you find these tips helpful as you work on asking great questions. Please contact your staff for more specific tips for your group. They are there to help and eager to assist you.