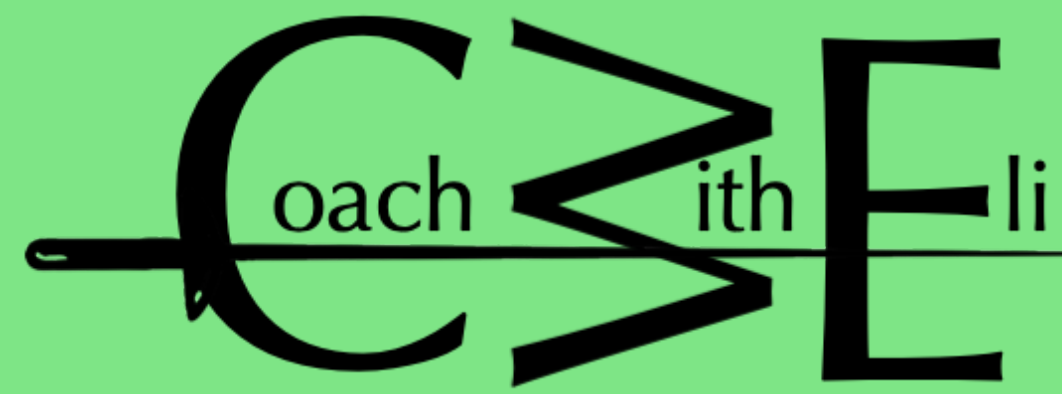


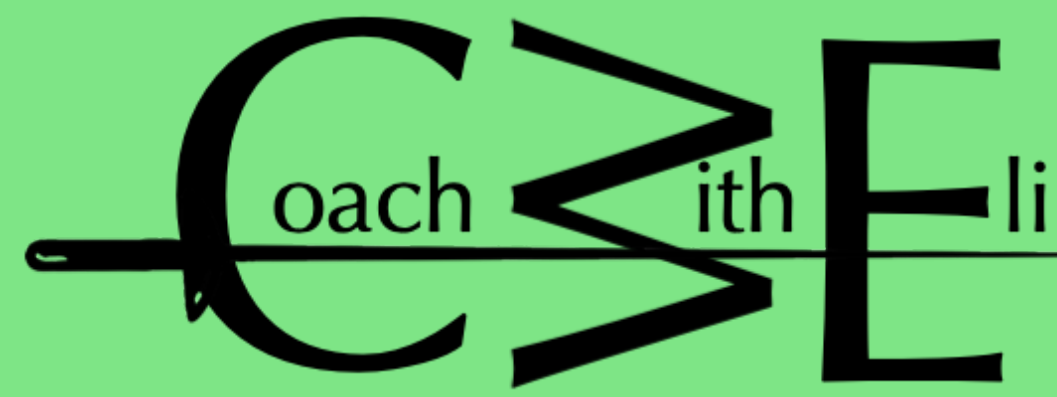
# Practice Makes Perfect(er) *Circular Questioning*



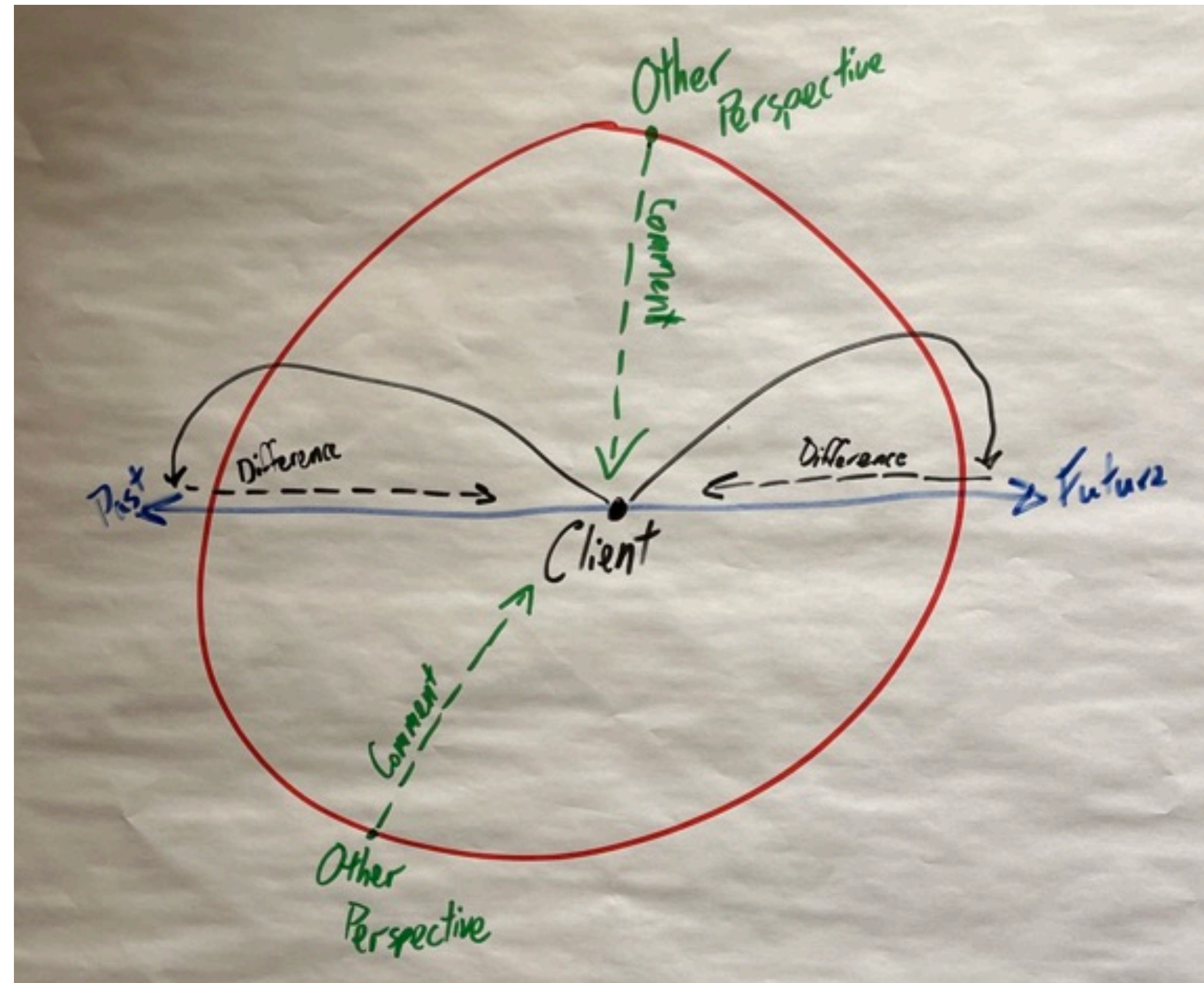
## What is Circular Questioning?

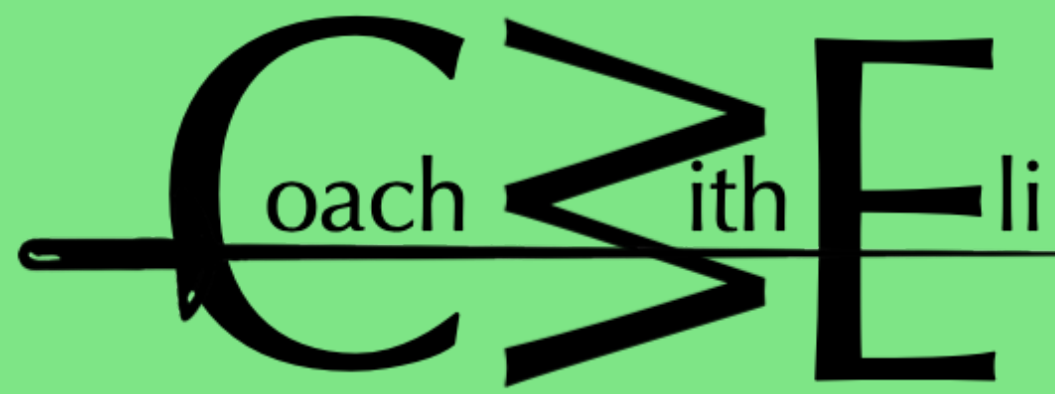
### Circular questions

- Help clients consider another person's point of view about a situation
- Encourage empathy
- Help clients learn from themselves
- Encourage clients to use their imagination
- Help define problems within teams
- Highlight interactional patterns and expectations



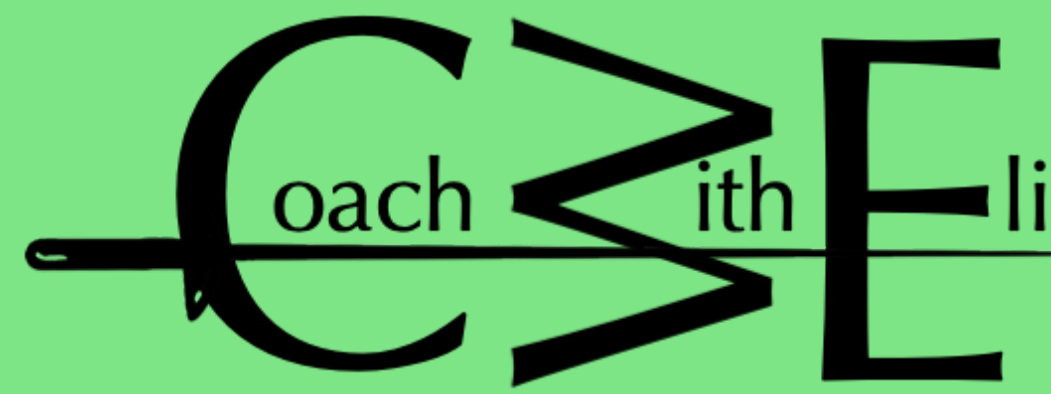
## How to Craft a Circular Question





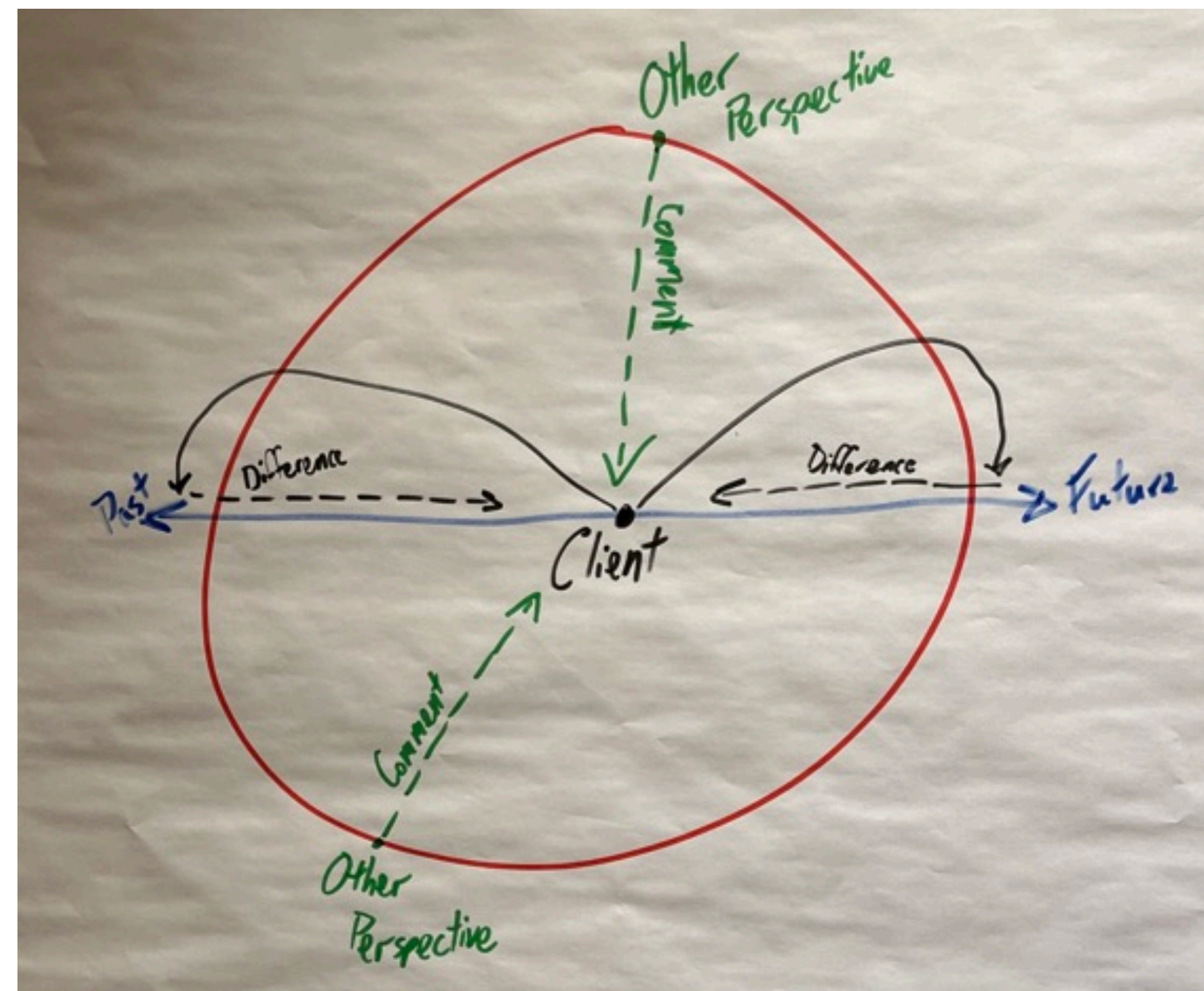
## Examples of Circular Questions

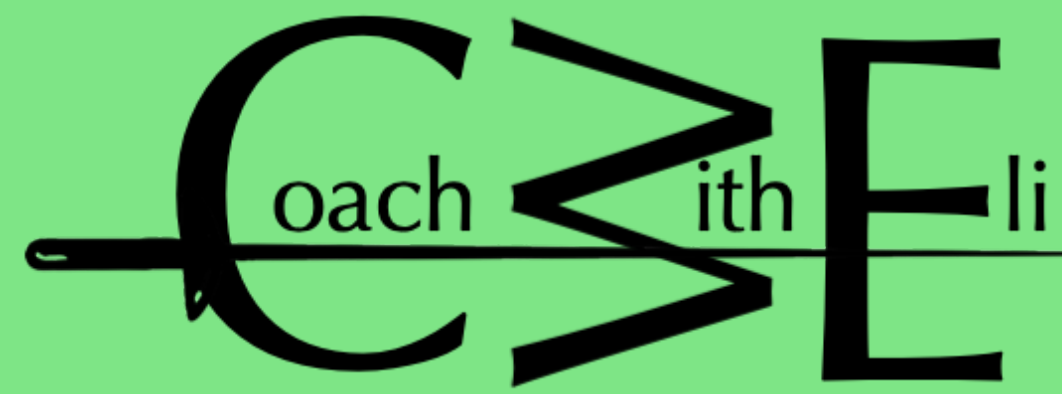
- What would your boss tell me about your job performance?
- How do think your competition would respond to this?
- If I were to ask your partner what they think the problem is, what would they tell me?
- Your future self has already solved this. If you could talk to your future self, what advice would they have to offer you?
- How will you feel 6 months from now when you look back consider what's improved?
- A lot has changed over the past year. What do you think your past self would say about how far you've come?
- If I were to ask your colleague what they want the outcome to be for this project, what would they tell me?



## Practice

- What are 5 struggles you or your clients regularly encounter?
- Work with a partner and take turns sharing about a struggle.
- When your partner shares a struggle, ask them 3 circular questions to help them think about the problem differently.
- Switch roles with your partner.





## Final Thoughts

- What questions do you have?
- Write down at least 5 AHA's from today's training
- What is your feedback from today's training?
- What is your plan for implementing the skills you worked on today?