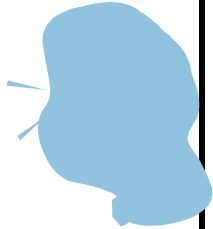


Coaching and Conferencing: Sample ORID Questions

<p>Objective Questions <i>(They are easy to answer. They get the facts and information. Their purpose is to relieve stress and invite active participation.)</i></p> <p style="text-align: center;">What?</p> <p>What do you remember most vividly about . . . ?</p> <p>What were the key points you noted about . . . ?</p> <p>What did the . . . actually do during . . . ?</p> <p>What did you/they accomplish?</p> <p>What did you observe during the . . . ?</p> <p>Which individuals did . . . ? What were the behaviors you observed?</p> <p>Where does this action/activity fit in the Iowa Standards for School Leaders?</p> <p>Which actions or activities were addressed?</p> <p>What body language did you notice in the participants?</p> <p>How many different resources did you use in . . . ?</p> <p>What are some innovation/trends that you noted?</p> <p>Are there artifacts that I should examine?</p> <p>What facts do we know about this situation?</p>	<p>Reflective Questions <i>(They elicit emotional response and personal reactions. They invite a deepened level of participation: think, feel, believe, gauge.)</i></p> <p style="text-align: center;">What about "The What"?</p> <p>How do you feel "it" went?</p> <p>What was the most/least successful thing you noted?</p> <p>What seemed to really work (or not work)?</p> <p>What concerns you? Confuses you? Annoys you?</p> <p>As you look at these artifacts, what concerns/pleases you?</p> <p>As you reflect on the evidence on standards and criteria, what pleases/concerns you?</p> <p>What one thing that you did made you feel most effective?</p> <p>What was exciting, surprising, or frustrating about . . . ?</p> <p>What part of the . . . was/will be hardest/easiest?</p> <p>How did you feel as you were . . . ?</p> <p>Where or when do you feel . . . had difficulty/will be difficult?</p> <p>Which activities/actions do you think fostered high involvement?</p>
<p>Interpretive Questions <i>(They invite sharing, and they build consciousness. They generate options and possibilities. Brainstorming and identification of possible solutions is the norm.)</i></p> <p style="text-align: center;">So What?</p> <p>What did you learn about yourself through this experience?</p> <p>What things could you have done/could you do to increase . . . ?</p> <p>What things could you have done/could you do to extinguish the undesirable . . . ?</p> <p>What are some examples of techniques or strategies that worked/could work for you in this . . . ?</p> <p>What are things that you might have done/ could do in the beginning (or middle, or end) of this . . . that would have enhanced/could enhance the outcome?</p> <p>What do these results mean to you in terms of future planning?</p> <p>What other ways could you assess . . . ?</p> <p>What insights have you gained about how you . . . ?</p>	<p>Decisional Questions <i>(They develop opinions/options/solutions that lead to future actions. They clarify expectations for improvement or change.)</i></p> <p style="text-align: center;">Now What?</p> <p>What things will you do differently?</p> <p>What things will you do the same in future . . . ?</p> <p>Which of your skills will you further develop? And what will you do to develop them?</p> <p>What things will you do to increase . . . ?</p> <p>What things will you do to ensure future success and/or prevent future failure?</p> <p>What things will you do during . . . to sustain or extinguish . . . ?</p> <p>What are your next steps? What actions/ideas has this triggered for you?</p> <p>What supports will you need to continue to work on those areas of concern to you?</p> <p>What goals have you set for yourself that are related to our conversation?</p>



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