



Powerful question collection to choose and to adapt to your own wording and language with the target to support colleagues to take time to think and find best solutions help them step out of their behavior patterns to find their own solutions, to solve conflicts to approach a challenge from different perspective to step out of a dilemma to move forward into actions and to be able to make decisions.

Can be used as a moderator or in one to one personal developments

- Looking ahead, what will happen if you don't change? What will happen if you do change?
- What can you do immediately, right now?
- What's stopping you?
- I understand that you don't know, but if you knew, what would it be then?
- How can you afford to waste more time until you take action?
- I can hear that you can't see beyond, but if you are on the other side of the obstacle, how do you want to see it?
- What is the question I should ask you to move you forward
- What else?
- Except status quo, what is the next worse thing that could happen?
- If you knew without a doubt you would succeed, what would you take on today?
- What is the consequence and sequence to this action or thought?
- What are you learning from this?
- How true is that?
- What do you mean specifically?
- How do you define 'success'?
- What are you choosing?
- How is what you're currently doing working for you?
- So, now what?
- What does SUCCESS look like to you?
- Which part is unclear?

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- If you could have it go any way you wanted, which way would it go When will you start doing this? (Vegard Olsen)
- What's the one question you are hoping I won't ask you?
- How's that current (status/choice/decision/position/etc) working for you?
- What you want?
- Would you like to explore that option and see if it is a real possibility?
- So?
- If we take a moment to step out and look at this situation from a distance, what thought comes up?
- What is the root of this situation?
- What advice would you give to your daughter/son if they were in the same situation?
- What have you learned today?
- Tell me more, please.
- What does your intuition say?
- What are you getting from choosing to remain stuck, unfulfilled and unsatisfied?
- So [since this way is not working], what could you do different that might work?
- So what is most interesting to look at right now?
- What insight do you get from that?
- How much time are you willing to spend to reach this goal?
- Imagine a world where anything is possible. Where are you? What are you doing?
- What will be different?
- What changes would you like to happen in the next 45 minutes?
- What do you want instead of this?
- What's really going on here?
- ...and...?
- What are you willing to do?
- What would it be like if you were certain you would succeed?
- What would you do differently if you had to achieve double your goal in half the time?
- How important is this issue to you, on a scale of 1-10?
- How clear are you about this issue?

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- What priority is this issue for you in your work right now, top 5, 3, or top 1?
- How committed to resolving this are you?
- How motivated are you about resolving this?
- Can you see any gaps in your thinking?
- What picture comes to mind around this issue?
- If you have a team of experts to help you think this through, who would they be?
- What level of emotional charge do you have around this issue?
- Is this a recurring or new thought?
- Where are you on the path to the solution?
- How hard or easy is it to think this through, on a scale of 1-10?
- How motivated are you to think this through?
- Do you know the gaps in your thinking, if so what are they?
- What resources do you have to think this through?
- How would you normally think through issues like this?
- Which part of your thinking needs more unpacking?
- What impact is thinking about this issue having on you?
- How do you react when you think that thought?
- How do you feel about the resources you have you put to this so far?
- Do you have a plan for shifting this issue?
- How clear is your thinking about the plan?
- Do you know what to do next?
- How can I best help you further?