QUESTIONS - THE COSMIC FLASHLIGHT

QUESTIONS CAN LIGHT UP AN UNEXAMINED PERSPECTIVE, LIGHT THE WAY, HIGHLIGHT CONCERNS OR STRENGTHS-EXAMPLES BELOW SHOW WHERE YOU CAN DIRECT YOUR LIGHT

1. Questions can raise alternatives and encourage looking at other perspectives	● What are the possibilities that you see? ● If you had your choice and there were no barriers or limitations, what would you do? ● How do you think the family would respond if we asked why they think he is so fearful of transitions? ● What do you think will happen if we take a bit more time to hear what the afternoon teachers are thinking?
2. Questions that encourage evaluation	● How could we learn more about what is worrying them? ● What could we look at that will help us see if what we are doing is shifting the concern you have all raised? How will we be able to see if this works? ● What would look or feel different? ● How do you think this is working so far? Are there things we might consider doing in a different way?
3. Questions that encourage looking at the total picture	● What do you think led up to this? ● What are the things that we haven't yet said that might be a part of this concern? ● Are there any ways that this some on the staff might feel that they have less power? What would make them feel this way?

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	● What is there about Henry that we haven't touched on?
4. Questions that lead to clarification	● In what way does this make sense to you? ● Could you give me some example? ● What pieces of this seem most clear? ● What do you think we might need to find out to consider this fully?
5. Questions that encourage description	● What was it like for you in that moment? ● How might you compare this tantrum to others you have seen? ● What was there about this situation that was harder than before? What has shifted?
6. Questions that encourage exploration	● What would you like to know about this little boy? Why do you feel that would help? ● If you had your choice, what would you prefer to do?
7. Questions to identify issues	● What seems to be the trouble for the parents with this change? ● What might be one thing she is worried about?

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	● What do you think makes this so hard to bring up to the others?
8. Questions that encourage the use of information	● What information do you need before you decide? ● What do you know about it now? ● How could we find that out or ask about it?
9. Questions that encourage planning	● What ways do you think work to get parents to engage more in the parent meetings? What do you imagine could be switched to get more engagement? How might language play a part here? ● What are your next steps with the director? Might it be possible let him know how that way he spoke was offensive? ● What might be a way that could be said that would encourage more discussion? ● Why does that group talk so much, but the younger staff hardly say a thing? ● What are some other options available to you?
10. Questions that help move back and forth from thinking, to feeling, to planning, to perspective taking	● I appreciate all the details about the parent's health situation, but I am wondering what it is like for you to be supporting her through these difficulties? ● What feelings or worries are coming up that make this step frightening for you?

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11. Questions that strengthen self-awareness and sensitivity to diversity and equity?	• What is coming up for you as you work with this difficult situation in the classroom? • How do you think the coordinator might see it in a different way? What might make that conversation possible? • How might your own experience make it hard to hear this perspective? • Do you think that the parent's immigration status affects their willingness to share this kind of information? • What do you imagine it is like for this provider who is just learning Spanish to be in this environment?
13. Questions that lead to opportunities to acknowledge and affirm a worker's dedication and efforts	• I appreciate your willingness to struggle so long with this situation, but wonder what you think would help you to this? • What helped you calm the children so effectively during the earthquake?
14. Questions that help push through despair, frustration and hopelessness	• If you had the absolute power to change something in a situation, what change do you think would make the most difference for this child? (team, individual etc.) • Has there ever been a time or moment when things worked out for the team? • What was it like?

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	● What can we learn from that that might be useful now? ● What is there in this situation, classroom, or family that you really see as a plus or an outstanding quality?
15. Questions that help summarize a situation or discussion	● How would you sum up what we have talked about? ● What was most important to you? ● What do you want to remember? ● Did anything shift for you as we discussed this situation? ● Were there things you realized about yourself or your teammates from this chance to slow down and think together? ● What was most important? What would you like me to remember to continue next time?