

Pure Questions

Pure questions are questions that are neutral and come from a non-judgmental heart. Questions that are judgmental or negative tear down and disempower, rather than motivate and inspire.

In this exercise you will change negative and judgmental questions or statements into non-judgmental or neutral inquiry.

Example 1

Judgmental: What part does your negative attitude play in this problem?

Neutral: How might your mindset be helping or hindering this situation?

The coach viewed the coachee's attitude as negative, however, the coachee may become defensive. A neutral question may promote discovery in the coachee.

Example 2

Negative: Have you thought about firing him?

Neutral: What options do you see in working with him?

Suggesting dismissal through a question directs the coachee to that option. The second question is positive and hopeful, encouraging the coachee to seek further options and not give up.

Instructions

Rewrite the following questions or statements to be non-judgmental or neutral inquiry.

1. What don't you like about your current position?
2. What's wrong with this organization?
3. That will never work.
4. How could you be less of a dictator in your leadership style?
5. That's a stupid idea.
6. I don't think your current approach is working, what would you like to try next?
7. How could you be more of a team player in this situation?