

More Useful Dialogue Techniques

The real art of conversation is not only to say the right thing at the right time, but also to leave unsaid the wrong thing at the tempting moment. Unknown

Advocating:

1. Tell me more about
2. Describe that situation/event ...
3. Say more about that ...
4. What I hear you saying is ...
5. I'm puzzled by....
6. Let me make an observation (tie to pattern, behavior, vision or values) ...
7. I'm noticing that....
8. Help me appreciate/understand how that aligns with your.... (Example: vision, values)...
9. Tell me about a time you handled _____ well.
10. Tell me about a time when you felt you could have handled _____ better.
11. Tell me more about how that example is connected to your conclusion ...
12. Will you give me an example of _____ ...
13. I have a hunch ...
14. It is apparent that you feel strongly about ...
15. I'm not clear about ...

Inquiring:

1. When will you try that...?
2. How will you let (whoever) know about the change?
3. What would you like the situation to be?
4. What can you do to make that happen?
5. What are the consequences to changing this situation?
6. What is preventing you from...?
7. What is that like for you...?
8. What is the implication for you if/when you...?
9. How is it that you made that choice?
10. What is it that you are willing to try...?
11. What are the "undiscussables" here?
12. What if...?
13. How's that working for you (your group/your team)?
14. In what way/ways was...?
15. What did you contribute to the situation?
16. How do you want the future to look?
17. Will you consider a strategy that I can suggest?
18. What is that about for you?
19. Are you saying you'd like to let this go...?

20. I am surprised by the energy you conveyed around that statement/comment ... can you say more about that?
21. Is there a value to be discovered here?
22. Tell me how that worked out for you...?
23. Can I have a moment to think about that (statement, situation, issue)?
24. Will you share an example of that situation/behavior/attitude?
25. How willing are you to look at the beliefs that support/limit you?
26. I'm understanding you to say/feel/think ... What have I missed?
27. What led you to that feeling/thinking/conclusion?
28. What are your concerns/interests regarding this situation/issue?
29. What are some alternatives?
30. What was your reasoning in coming up with that information?
31. Help me to understand how you reached that conclusion?
32. How/have you tested that conclusion?
33. What do you think would assist with implementing a change?
34. How does that sound to you?
35. What led you to believe/conclude?
36. What is it that _____ do/does or say/says that creates that response?
37. There's some real judgment going on in what you've said Should we explore that?
38. What's the bigger issue?
39. What would you do (have done) differently?
40. Are there some options to be explored?
41. What's the impact of that decision/conclusion/behavior?
42. What is the one thing (what are a couple of things) that you are committed to doing differently?
43. How did you feel about...?
44. What did you like/dislike about...?
45. How does this relate to...?
46. What did you learn from....?
47. How did you react to...?
48. How will you apply _____ in the future?
49. What leads you to that conclusion?
50. Will you help me understand your thinking?
51. Am I correct that you're saying....?
52. Does this mean?
53. How can we refocus ...?
54. What data might be missing ...?
55. I interpreted that to mean ... Was that your meaning?
56. What were the results?
57. Are you open to some feedback?
58. Have you ever experienced positive/negative consequences from that action/situation?
59. How did you arrive at that viewpoint?

60. What are some other ways to think about this?
61. What do you want in life/career/relationship ...?
62. What's the cost/benefit of no change regarding this issue/situation/event ...?
63. What would happen if ...?
64. What do you want from this job/career/life/relationship ...?
65. What are some other considerations around this issue/subject/topic/event/situation?
66. How do you want to handle this ...?
67. What does this mean for you – do you want to talk more about event/situation/issue...?
68. Before we move on I want to point out that over the last month/weeks, you've mentioned similar situations/events/issues – is there some commonality here? Do we need to explore this more?
69. Why do you want to move in that direction...?
70. What do you hope to achieve/accomplish?
71. Have you attempted this before...? Say more about that ...
72. What are some other perspectives regarding this situation/event/issue...?
73. If that's the case, what are your options...?
74. You've had some great success around this issue ... What are you doing differently that created such a great place in your life?
75. Where else does this show up in your life?
76. What is the cost to you?
77. If you shift/changed x - what would be different in your life?
78. What does that assessment open or close for you?
79. In what ways does taking that role serve you? What do you gain/lose?
80. What is your concern behind that need/emotion?
81. In what way does _____ stand in the way of you showing up fully? What is missing for you?
85. How would you like this event to end?
86. What are the limits of that thinking? What ways could you broaden it?
87. What are other interpretations/meanings you could attach to that explanation? Which interpretation would be most powerful for you?
88. What assessments are holding your emotion in place? What are different assessments you could make?
89. What need of yours does it fulfill to believe _____? What would be the opposite? What can you do to hold both together?
90. I wonder why you are questioning _____ and not something else?
91. Given your emotion, what actions are you predisposed to take?
92. What was the broken promise that led to this complaint?
93. What's the biggest thing missing in your life now?
94. What do you give up when you _____?
95. What is success for you? How do you define it?
96. What are you lacking? What would be the sign that you are getting it?

97. What conversation are you having about the event/issue/concern?

98. What would be the worst thing that happens?

99. In what ways is this story meaningful in your life?

100. What is most important to you about ____ ?