

# Interest Exploring Questions

## When a person is advocating for a particular solution:

- What do you hope that will achieve?
- What do you value about that approach?
- What is it about that solution that is important to you?
- What would that accomplish for you?
- How would it help if (a certain thing was done)?
- In what ways would that help address your concerns?

## When a person is resisting a particular solution:

- What concerns you about that idea?
- What do you worry will happen if we do it that way?
- What do you fear will happen if (a certain thing is done)?
- What is it about \_\_\_\_\_ that bothers you the most?

## When conflict has arisen from the way something was handled:

- What would you have preferred instead? How would that have helped?
- What were you expecting would happen?

## When you want to further explore interests around relationship or environment:

- What kind of (working environment/ relationship) would you like to have?
- What do you feel are the most important elements of a good (working relationship, work environment, team, etc.)?