**Question Types**

**Clarifying** **Questions** - Used by active listeners to ensure understanding and obtain essential information. Questions that are simple inquiries of fact.

1. How did you get on the roof?
2. What training did you receive?
3. What are the proper steps to take to setup the machine?
4. What’s another way to get this done?
5. Why did you not wear your harness?
6. What are you working with today – aluminum or stainless?
7. How’s the fit on those new gloves working out?
8. When are you using the carts to move stock over to the machine?

**Consequential** **Questions** – Reflect on the result or effect of actions taken; logical conclusion.

1. What would happen if you started the machine this way?
2. Tell me about the possible effects to your eyes?
3. What can happen if you handle the equipment in that way?
4. What things could go wrong today?
5. What could happen if you don’t use the lift?

**Empowering** **Questions** – Help to create meaning; critical factor is attitude.

1. What’s in it for you?
2. What do you do really well?
3. What do you need help with?
4. What would you like to learn to do really well? What can you do today to begin?
5. What gets you truly excited about work or outside of work?
6. What will your success look like?
7. What motivates you to do your very best?
8. What is your number one goal in the next 6 months?

**Action Questions** – Plan or steps to be used to achieve a specific goal.

1. How do you plan to achieve…?
2. What can I do so that you’re successful?
3. What steps are needed so that the lift is accessible?
4. What would it take to create to keep the equipment charged and accessible?
5. If there was an emergency, where would you exit?

**Go To Questions** – Common approach; comfortable with.

1. What else?
2. What if…?
3. How are you doing today?
4. What do you need?
5. Is there anything you need from me?