

The Art of Asking Questions for Positive Motivation

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Quotes

- Dwight D. Eisenhower said, “Motivation is the art of getting people to do what you want them to do because they want to do it.”
- Three types of teachers: Arrogant/Aggressive, Assertive and Passive.
- “Internal desire and satisfaction are far more effective in changing behaviors than are external or imposed approaches.”
- Remember the candy store girl who always scooped up less then added to the total—not subtract. People are attracted to positive.
- “By taking the expedient route, you impede direct development, cheat yourself of access to some potentially fresh and powerful ideas, and place an undue burden on your own shoulders... When faced with a problem, you can respond in a much more value-adding way: by asking the right questions.”
- “The awareness of the negative effects of criticism and the positive effects of empowerment may be one of the most distinguishing marks of superior teachers.”

Asking the right questions

- “We realize that when we are successful in obtaining something we really want from someone, we don’t tell; we ask.”
- Remember ownership is everything. Ask evaluative questions—not what comes naturally (criticism, negative comments, etc.).
- It takes practice to ask questions well!
- Students who do the talking and doing do the learning.
- The quality of the answers depends on the quality of the questions.
- We should always pose questions instead of asking them because posing “implies open-endedness, invites students to engage in thought, and engenders dialogue.”

Questions

To Help Change in Behavior/Actions

- What do you want?
- What are you choosing to do?
- If what you are choosing is not getting you what you want, then what is your plan?
- What are your procedures to implement the plan?
- What else?

What Do I Do When They Don't Meet My Expectations?

- Ask yourself: "How can I, as the teacher, influence them to do what I would like them to do?"

For Finding Purpose in Lessons

- Why are we here?
- What are we trying to do?
- What does it mean to do something well?
- How will we know if we are doing it well together?
- What does it mean to do quality work? How will you know it has been attained? What do you need to do to attain this level?

For Getting to Work/On Task

- Does what you are doing help you get your work/practicing done?
- If you would like to get your work/practicing done, what would be your first step?
- Since you are having a challenge staying focused, what would you suggest to help? (use an inquiring tone and a smile.)
- What do you like to do that you can apply to practicing?
- Please ask yourself if that meets the standards of _____. If you could do something about changing that, what would you choose?

For Clarity

- Can you explain more about this situation?
- What do you think the issue is?

To Help People Think Analytically and Critically

- What are the consequences of going this route?

To Help People Reflect and See Things in a Fresh, Unpredictable Way

- Why did this work?

To Encourage Breakthrough Thinking

- Can that be done in any other way?
- What one idea and/or strategy that we are not currently implementing do you believe would best contribute to the success of our company/studio?

To Challenge Assumptions

- What do you think you will lose if you start sharing responsibility?

To Create Ownership of Solutions

- Based on your experience, what do you suggest we do here?

For Commitment

- In the realm of all things possible, could you have kept your commitment?
- What are you going to do to make it happen?
- On a scale of 1 to 10, how would you rank your commitment to it?

For Improving Quality

- How does that look/sound to you?
- What would you like to have improved even more?
- If there were no limitations on what you did, what would allow you to do it even better?
- Is this the very best you can do?

For Reducing Complaining/Excuses

- How long are you going to continue this?
- Is what you are doing helping you get what you want?
- What do you notice about the experience you are having?

For Getting to Root of Problems

- What was your biggest challenge today? How did you deal with it?
- If the situation came up again, what would you do?
- What are the benefits of what we are going to do today?

General Questions That Are Effective for Young People

- What have you done to get what you want?
- What can you do to improve the situation?
- What are you doing that is working?
- How would you describe the way you want to turn out?
- What were you able to do today better than in the past?
- To what do you attribute your doing better today?
- What did you learn about doing it that you can apply to other areas?
- What was special for you about what you did?
- What was the most pleasing for you today?
- What would you like to look forward to for tomorrow?
- What do you most appreciate?
- What plans do you have for the future?
- What would motivate you to use your plan?
- What do you see as your next step?

- How can I help you?
- On a scale of 1 to 10, how have things been in the past 3 days? What would make it a 10?

To Reduce Criticism/Judging

- If you were to do that over again, what would you do differently?

We retain:

10% of what we read

20% of what we hear

30% of what we see

50% of what we see and hear

70% of what we say

90% of what we say and do

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