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FLO FRIDAY

Powerful Questions

to Facilitate Online Learning and Strengthen Relationships

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Since time immemorial, the sə́lilwə́taʔt̚ təməx̣ʷ (Tsleil-Waututh), Skwxwú7mesh-ulh Temíxw (Squamish), x̣ʷməθḳʷəyəm (Musqueam), WSÁNEĆ (Saanich), and the Esquimalt and Songhees Nations of the Ləḳʷəŋən (Lekwungen) Peoples have walked gently on the unceded territories where we are grateful to live, work, and play. We are committed to building relationships with the first peoples here, based in honour and respect, and we thank them for their hospitality.

Waterfall activity

- **Recall** - *What attracted you to this workshop?*
- **Type** answer in Chat, but don't post
- **On cue**, post your answer



Poll

What would you like to get out of this workshop?

- New teaching tools
- Ideas to inspire and engage students
- How to use powerful questions (PQs) to deepen learning
- Ways to use PQs to coach student teams
- Help students use PQs to support each other
- Other: _____ (Add your answer to the chat!)

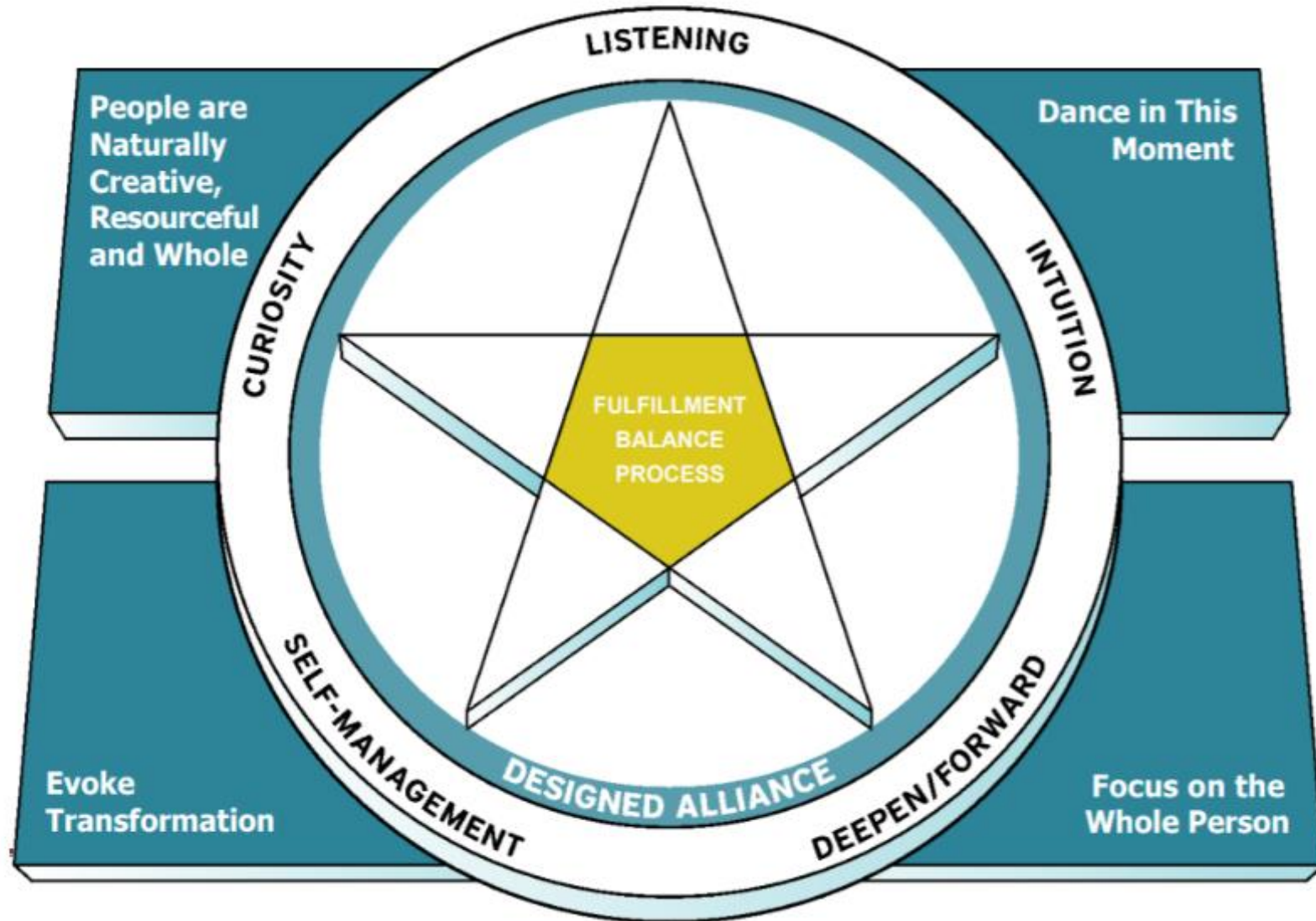
What to expect...

- Co-active coaching model
- What are powerful questions (PQ)?
- Why and when to use PQs?
- Applications:
 - Activity: *Heard, seen, respected*
 - Designed alliance
 - Team self-assessment
- Resources



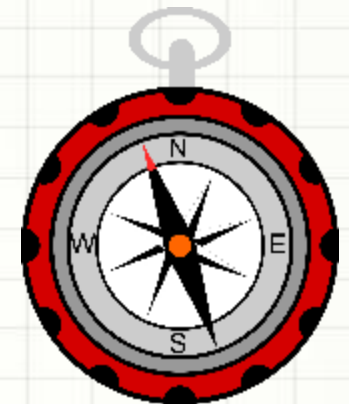
Co-Active: “Being together...in action.” (CTI)

The Co-Active[®] Model



Examples of powerful questions

- **Anticipation:**
 - What is possible?
 - What does your intuition tell you?
- **Assessment:**
 - How does it look to you?
 - What do you think is best?
- **Clarification:**
 - What is the part that is not yet clear?
 - What do you want?
- **Elaboration:**
 - What other ideas/thoughts do you have about it?
 - What else?



When to use powerful questions

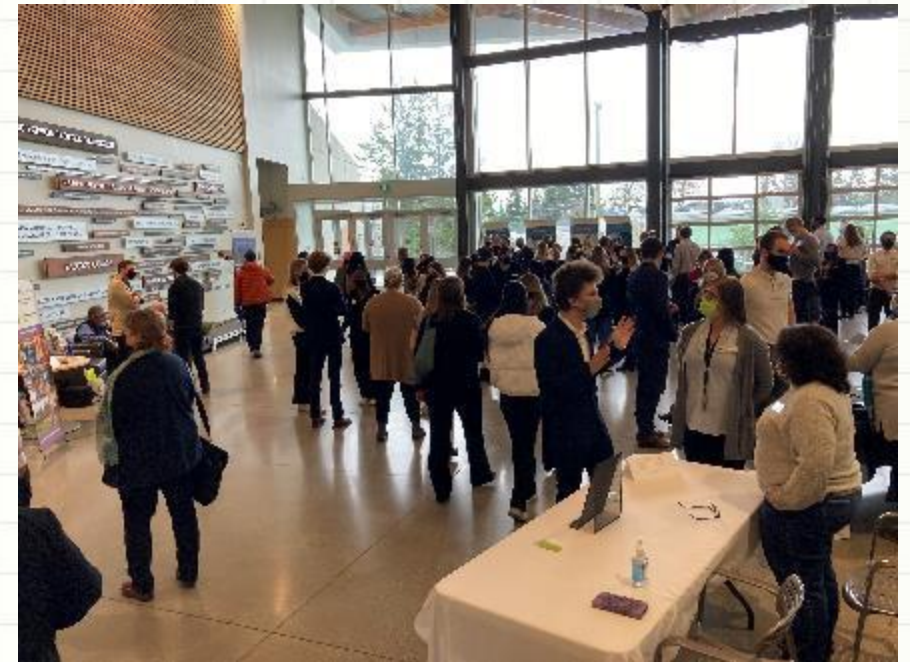
- Can be used any time, any place, by any one
- Beginning
- Middle
- End



Breakout activity

In groups, discuss:

- What are some powerful questions you ask your students?
- When are powerful questions most useful/helpful?



Powerful Questions and Listening

Powerful questions & deep listening go hand in hand

Reflection...



“We have to learn to listen so we can listen to learn.”

Elder Terry P’ulsemet Prest



Activity: *Heard, seen, respected*

- Take turns sharing a positive experience leading student (or other) teams
- Explore and deepen learning through powerful questions
 - What happened that made this a positive experience?
 - What was your role?
 - What worked well?
 - What was that like?
 - What did you learn that you didn't already know?
 - What else?



Activity: Tips

- **Timing:** 5 minutes each (You'll be prompted to switch roles)
- **Keep questions short** i.e. "What else?" "What was that experience like?"
- **Try not to interrupt, contribute your own story, or commiserate.**
- **Don't feel the need to clarify/explain your question.**
- **Bring full attention to what your colleague is saying.**

Activity debrief



- What did you notice when you were sharing your story?
- What was it like asking powerful questions?
- When you were listening, what was that experience like?

What does it take to be fully present?

- **Grounding**
- **Mental clutter**
- **Clearing**
 - State your need to share i.e. “I have a sick child at home...”
 - Help students to clear. i.e. “It seems like you’ve got something else on your minds right now.”
- **Allowing silences**
- **Being unsure can be a strength**



Reflection...

- How or when might you use **Activity: *Heard, seen, respected*** to encourage students to ask powerful questions & listen?



Ways to use powerful questions (cont'd)



Create a designed alliance

1. How do we want to be with each other?
2. What culture do we want to create?
3. What is my personal commitment to making this happen?
4. What will we do when things go sideways?

Sample Class Designed Alliance

How do we want to be with each other?

- Be kind - put myself in other people's shoes
- Be respectful
- Be friendly and helpful
- Be vocal and truthful
 - o We have permission to speak the truth (in a way that is respectful and with the intention of helping each other grow and develop as leaders)
- Work together and support each other
- Listen
- Have courage to take risks and to try new things/new skills (knowing that we may not always be successful or perfect) – and that's okay because it's all about the learning
 - o feel that we have your back / you'll be supported no matter what
- Follow through on our commitments – to build trust
- Be curious (have a beginner's mind)
 - o Be open to and accepting of other people's ideas
- Collaborate and build relationships
- Be honest and truthful
 - o Share mistakes and share feedback

What culture/atmosphere do we want to create in our class?

- Friendly and uplifting
- Fun and Engaging
- Open to learning and risk taking
- Accepting - Be nice to each other
- Helpful and inclusive

What is my personal commitment to making this happen?

Note: What you do can be *functional* – i.e. arrive on time to class or *relational* – i.e. share a story to illustrate or support a point, acknowledge another student's contribution, etc.

- Participate and share ideas
- Ask questions
- Be on time
- Plan and be prepared
- Be open to sharing challenges and successes
- Celebrate our successes!

What will we do when things go sideways? Our behavioral agreement

- Name it and know that it's okay to talk about what's going on
- Be willing to provide feedback and be open to receiving feedback
- Ask for help if we need it.

Note: A Designed Alliance is dynamic – we can revise it as the relationship grows and changes over time.

Team self-assessment

- What's working? What could we do differently? What are we learning about ourselves?
- Awareness of self and others leads to new action, accountability, and learning.
- **Tools**
 - Powerful questions
 - Deep listening
 - Team assessment

Team Self-Assessment

Instructions: As a group, please discuss and complete this team assessment and upload to D2L Assignments dropbox. **One form per team.**

Due dates:

- 1st Team Check-In due Week 4 on Thursday
- 2nd Team Check-In due Week 11 on Thursday

Rate the following elements on a scale of 1 to 5, with 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree and 5 = strongly agree. Please also discuss and respond to each question.

Element	1	2	3	4	5	Discussion Questions
Communication – We've created an effective system to keep everyone informed.						What more do we want around communication?
Interpersonal communication – We always let others know if something comes up. Communication between members is open and balanced. We value each other's contributions.						What are we learning about how we communicate with each other/as a team?
Meetings – Meetings have a clear agenda. We each fulfill our role. Everyone attends.						What would a fun meeting look like?
Check in – We follow up with members who do not attend class and/or meetings. We are curious & use empathy to resolve issues.						What are we doing well that we can build on?
Collaboration – Team agrees how to work together & make decisions. Members share expertise and mentor each other as needed. We work cooperatively.						What is an example of how we collaborate?
Distribute tasks fairly – Work is distributed equitably.						How is this working so far?
Meet deadlines & stay on track – We follow our work/project plan (GANTT) and meet all deadlines.						What's our action plan?
Productive conflict – Members engage in unfiltered debate around ideas and issues.						What does <u>engaging</u> in unfiltered debate look like?
Unproductive conflict – We work constructively on issues until they are resolved.						What could we do differently?
Respect – We each feel valued. We treat each other with respect.						What happens/will happen when we respect and value each other?
Accountability – Team members hold each other accountable.						What are our next steps?

What are the **top two or three things** your group wants to address to be even more effective?

Teaching tools

- Powerful questions
- Deep listening
- Heard, seen, respected
- Designed alliance
- Team self-assessment



Powerful questions - reflection

- How might you use powerful questions?



Thank you everyone!



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