

**Probing Question Examples**

1. What stood out in the discussion today?
2. What will you do between now and next month?
3. What is one takeaway that you will put in place right away?
4. What have you already put in place that is going well?

Other question starters…..

1. Why do you think that is?
2. What sort of impact do you think this will have?
3. What would need to change for you to accomplish this?
4. Do you feel that that is right?
5. When have you done something like this before?
6. What does this remind you of?
7. How did you come to this conclusion?
8. What is your prediction?
9. What was your intention?
10. What should you ask yourself to further your understanding?
11. What is your biggest fear regarding this?
12. What do you think is the best-case scenario?
13. What do you think is at the root of the problem?
14. What would we do if the opposite were true?
15. How do you know this to be true?
16. What are this situation's pros and cons?
17. What is the connection between these two things?
18. Is this problem unique to this organization?
19. What are the long-term effects?
20. What are the intangible effects?

**Structure of Monthly Cohort Meetings**

**October, February, March**

1.Wellness check- personal stories

2. Article or research piece to share that might be connected.

3. Review discussion from the speaker

4. Real stuff/hot topics happening now

Remember to take a step back and allow the group to lead themselves.