

Sample Questions for IBPS

Discover Underlying Interests

- What are you hoping for as a result of “that idea” happening?
- Why is “that idea” important to you?
- What would you miss if “that idea” didn’t happen?
- What concerns would you have if we did something differently that “that idea”?
- What is the important value underneath “that idea”?
- Why does “that idea” appeal to you?
- What is it about “that idea” that would make you happy (excited, proud, etc.)?
- What is most important to you about “that idea”?
- What need does “that idea” fulfill?
- What concerns does “that idea” address?

* “that idea” = the option/position being presented

Encourage (Further) Option Generation

- What solution have we never tried before?
- If we could go back and try something we’ve already done, but do one thing differently, what would it be?
- If you could improve upon one idea already here, what big and bold change would you make?
- How have other groups or organizations addressed this issue?
- Imagine that our decision was wildly successful (effective, etc.) and everyone was enthusiastically engaged and felt shared responsibility and accountability. What was that decision?
- Who has an idea that is entirely different from what we have already discussed?
- Who else might we call upon as an expert in this area? What might they say or do?
- What additional resources might we have access to? How would having those resources impact our decision?