

This is a useful variation of action learning that develops questioning, facilitation and coaching skills and provides a powerful experience of learning from small pieces of information.

It is best conducted in groups of three or four people so that everyone can be a questioner and be questioned. It can, however, also be conducted in pairs. The process is managed using a clear set of protocols, as follows.

- The questioner is the initiator and controls the agenda but with the objective of helping the person being questioned to gain deeper understanding and insight into their own issue, problem or event.
- The questioner invites the questioned to share their story through careful, sensitive and insightful probing and supportive challenge. This should help the person being questioned to dig deeper to make meaning, gain more understanding and give consistency and coherence to their experience in relation to what they already know about themselves.

*Continued overleaf*