




## Probing Questions

Mentees and Mentors use probing questions to better understand each other. The following are sample questions meant to enhance your ability to communicate and will support your problem-solving efforts, a critical skill of any successful Mentee and Mentor.

Effective probing questions lead your partner to consider what is actually being said. Consider some of these examples.

Assessing	What do you think is best? How do you feel about it?
Clarifying	What do you mean by...? What seems to confuse you?
Anticipating	What if it doesn't work out the way you wish? What is your backup plan?
Example	What is an example? What would it look like?
Looking at the Past	What caused it? Can you remember how it happened? When have you experienced something similar before?
Elaborating	What more can you tell me about it? What additional information can you explain?
Exploring	What other ideas can we brainstorm? What are your other options? What do you think would happen if...?
Rethinking	If you could do it over again, what would you do differently? If you could do anything you wanted, what would you do?

(More examples on next page)



Evaluating	How does this fit with your plans? How could you improve the situation? What criteria are you using?
Implementing	What will you have to do to get the job done? What support do you need to accomplish...?
Resourcing	What resources do you need to help you decide? What resources are available to you?
Predicting	How do you suppose it will all work out? What do you see happening?
Impact	What impact do you think this will have? What is your ideal outcome?