

## Calling In:

- When there is an opportunity to explore deeper, make meaning together, and find a mutual sense of understanding across difference
- When we are seeking to understand or learn more
- When we want to help imagine different perspectives, possibilities, or outcomes
- Provides for multiple perspectives and encourages paradigm shifts
- Focused on reflection, not reaction
- Is not just a suggestion with an uptick (Don't you think you should...?)

I'm curious. What was your intention when you said that?	How might the impact of your words/actions differ from your intent?	What sort of impact do you think your decision/comment/action might have?
How might someone else see this differently? Is it possible that someone might misinterpret your words/actions?	How might your own comfort level, assumptions, expectations, prior experiences be influencing your beliefs, decisions, process?	How is ___ different from ___?  What is the connection between ___ and ___?
What criteria are you using to measure/assess etc?	How did you decide, determine, conclude...	What would have to change in order for ___?
What do you assume to be true about ___?	Why is this the best way to proceed? What other approaches have you considered?	What is making you the most fearful, nervous, uncomfortable or worried?
Why do you think that is the case? Why do you believe that to be true?	Why do you think others have/haven't moved in that direction?	How do you know it's working?
Why did the result or response cause a problem for you?	What would other stakeholders say/think/feel?	In your opinion, what is the best case scenario?
Think: How might we call out the behavior, while calling in the person?		

Adapted from the School Reform Initiative *Pocket Guide to Probing Questions*



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