Collecting Dr. Jennifer Groh - use the following questions to promote X kind of thinking in those you coach, advise, mentor, etc., and have fun!

Analysis – Critical thinking

  Motivation (Analysis subgroup)
  • How do you define academic success?
  • What does failure mean to you? Success?
  • What is at stake?
  • What do “should” and “could” mean to you?
  • What is the most important part of this?
  • What do you want to learn now about this situation?
  • What am I passionate about?
  • What happens if you get to a place where you know everything?
  • What makes your heart sing?
  • What would you do even if you weren’t getting paid to do it?
  • What are you willing to commit to so that you can work toward change?
  • Rate the importance of this situation
  • Rate your emotional charge on this topic
  • What risks are you willing to take?
  • Why are we comfortable with being comfortable?

  Self awareness (Analysis subgroup)
  • What does ______ [what they just shared] say about you?
  • What does being stuck say about you?
  • What can make this even better?
  • On a scale of 1-10, what size is this challenge for you?
  • What assumptions are you making?
  • What does the ______ part of you want to say?
  • What qualities do others think you possess?
  • How have you grown recently? What are future areas of growth?
  • If you could develop a new quality/characteristic to help get through this, what would it be?
  • What skill could you begin to develop that could help serve you best right now?
  • What is your attitude about this situation? How is it helping/hurting?
  • Where do you need to be courageous/rebellious/strategic/collaborative/independent?
  • When do you need patience/When do you need to be aggressive?
  • When must you refuse “no” for an answer?
  • When must you say “yes”?
  • Where do you need to take a stand?
  • What are you willing/unwilling to change?
  • Who are you becoming/who do you want to become?
  • What have you learned about yourself in this situation?
  • What are you feeling (mentally, physically)

  Lessons from the past or present (Analysis subgroup)
  • What was a past success? Who supported you? What happened? How did you prepare? How can you build on that success with this new challenge?
  • How can you compare this to another challenge in your life?
  • How do you typically handle a problem like this?
• Where else in your life does this show up?

Costs/Impact (Analysis subgroup)
• What impact do you want to have?
• How will you know if you have been successful?
• What will it look like?
• What is at stake? Costs to you, others?
• What are the costs of failing to work through this?
• What will be the impact of taking or not taking action?
• What are the possible outcomes?
• In an ideal situation, what would _____ look like for you
• How does doing this serve you/the world/others?

Different perspective
• Who do you respect and how might he/she approach this situation?
• What does your inner child/critic/wise nurturer say?
• How will I feel at 90 if I don’t try ______?
• What lessons might you learn from a/an _____ to help you in this situation? What perspective can you learn from them?  Artisan, immigrant, waitress OR someone of a different age, nationality, etc. than you

Resources/Barriers
• What are your strengths? How can they best serve you here?
• What are potential barriers? Why do they matter?
• What strengths do you bring to the challenge?
• What challenges do you expect? What will you do when you reach them?
• What options are available?
• What is hard about _____? What do you like?
• If you could develop a new characteristic to help through this, what would it be?
• What skill to develop now to best serve you here?
• How would others describe you?
• What are your coping mechanisms?
• What have you learned in another situation you can apply here?
• People/resources to recruit?
• How can Suzanne rely on Suzanne to motivate yourself?

Acknowledge
• You are motivated. What do you need to keep this going?
• I see that you are committed. What are your resources?
• I know that you are a person of great integrity. How do you bring that do this situation?
• You are courageous to share this information. How can you use your courage to move forward?
• I understand this is difficult. What can you control?
• I have a sense that there is something else you are considering. What is it?

Creative thinking questions (forward moving)
• What would this challenge look like with unlimited resources (e.g., time, money, help, etc.)
• What are possible approaches?
• What might it look like if _____?
• If you had these resources _____ how would you use them?
• What resources have you explored so far? What did you like/dislike about those?
• How will you leverage your strengths/resources?
• What would be an ideal outcome?
• How would you go about this differently?
• How would you advise someone in a similar situation?
What is a creative approach to this?

**Confronting/Challenging**
- What events happened that led to this choice? (Instead of “Why did you do that?”)
- What are you willing to try that is different?
- Who do you need to be?
- Am I investing in myself? What am I doing to make me better
- Am I investing in the right people?
- When are you going to start/stop ____?
- What is hard about _____?
- What is stopping you?
- How are you selling yourself short?
- Where are you giving in?
- Who are you trying to please?
- Whose life are you trying to live?
- What are you avoiding?
- What value did you place on _____ instead of _____?
- What price did you pay?
- What did you gain by doing _____?
- What can you control?
- What was your responsibility in _____?
- What are you willing to do next time?

**Practical steps**
- What needs to be done now?
- What timelines must be followed?
- How can this challenge be broken into manageable pieces?
- What support do you need?
- What challenges do you anticipate?
- How will you keep yourself on track?
- What steps to take first?
- What are the barriers to your goal?
- How will you celebrate your success? Are you willing to _____? Are you Ready to cross that bridge?
- What are you willing/unwilling to change?
- What is one thing you are willing to commit to now?
- If not ready: What are you willing to do? Acknowledge courage to be honest. Can you live with that? What’s the worst that can happen?

**Accountability**
- How do you want us to check in with each other?
- If we have a breach in our commitment, how should we react? What adjustments might we need to make?
- What systems can you put in place to help you follow through?
- Who can help you be accountable?
- What are the rewards of following through with your commitment?
- What are the costs of not following through with your commitment?

**In place of “have you thought about...?”**
- What are 5 options?
- What might be obstacles?
- What plans/procedures will you follow?
- When might you anticipate this not working?
- What are key resources to succeed?

**What if they say they don’t know**
- What would it look like if you did know?
- What advice would you give to someone in your shoes?
- Who might know the answer?
● How will you know if you succeed?

From the Purdue Academic Success Center

Drawbacks of Current Behavior
● What concerns do you have about…?
● What concerns does [significant person in their life] have about…?
● What has….cost you?

Benefits of change
● If you did…., how would that make things better for you?
● You talk a lot about [aspect of life - e.g., family]. How would …..benefit your [aspect]?
● How would that makes things better for [aspect]?

About desire to change
● How badly do you want that?
● How does that make you feel?
● How would that make you feel differently?

About perceived ability to change
● How would you do that if you wanted to?
● What would it take?
● If you decide to change, what makes you think you could do it?

About specific commitments to change
● How are you going to do that?
● What will it look like?
● How are you going to make sure that happens?

Other
● How would you like things to be different?
● What are the good things about ___? What are the less good things?
● What do you think you will lose if you give up _____?
● When would you be most likely to _____?
● What have you tried before to make a change?
● Who in your life supports you changing this behavior?
● What do you want to do next?
● How does your (behavior) affect you/others?

Questions from this article: Choosing a career path post PhD: What do you value?

Students can start the process of figuring out what they value by asking themselves some key questions:
1) At the end of your career, what would you ideally have liked to have contributed?
2) What work stimulates you, and what could you do without?
3) In what environments do you work best (structured, flexible, in an office, at home)?
4) How much would you like to engage with students, and in what capacity?
5) What stages of the research and writing process do you enjoy, and what parts present significant challenges for you?