

Now Try This...

1. Why would you want to make this change?
2. On a scale of 1-10, how important is it to you to make this change
Follow-up: "What things make it a __ and not (lower), what makes it a __?"
3. "What are smaller steps you have thought of that would get you closer to your goal?"
4. "So what do you think you will do from here?"

DO NOT GIVE ADVICE or OPINIONS

Use these open questions, and then...

- ✓ **Actively listen** w/ genuine interest to understand the dilemma...
- ✓ **Reflect** critical elements, change talk, empathy, direction
- ✓ **Ask** "Anything else?" "What else?" "Tell me more about that"