

## Curiosity - from 'Co-Active Coaching' - (2019)

- **“Curious questions** are open, expansive, provocative and exploratory, sometimes piercing through many layers. They invite exploration, reflection and discovery. They prompt a search for information...”
- Coachees are accustomed to answering questions from a ‘database of knowing’... being asked to explore more deeply can be vulnerable.

### Examples of ‘information gathering’ questions in contrast to ‘curious questions’

information Gathering Questions	Curious Questions
What products and geographies will you include in your market analysis?	What insights are you looking for from your market analysis?
How much exercise do you need each week?	What would being fit look like for you?
What cities are on your list as you consider your next move?	What is important to you about the places where you might live?

Closed questions	Open questions
Is that an effective strategy for you?	What makes this an effective strategy for you?
Is there more to be learned here?	How could you double the learning in this experience?
It sounds like you’re stuck between those two choices. Is that true?	What’s another option besides the two in front of you?

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“Curiosity includes both the questions we ask, and the mindset we bring to the conversation. **The curious coach doesn't have all the answers.** In fact, you're clueless! When you are curious, you are no longer in the role of expert. Instead, you are joining coachees in a quest to find out what's there. You are exploring their world with them, not super-imposing your world on theirs. It's like looking at their world with the wondering eyes of a child.”

- Henry Kimsey-House, Karen Kimsey-House,  
Phillip Sandahl, Laura Whitworth, Alexis Phillips