

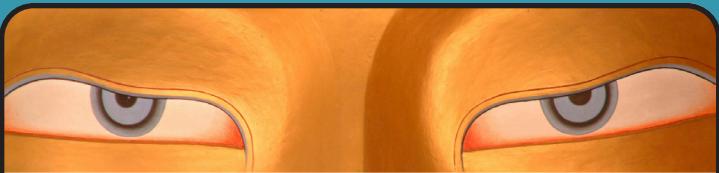
# The Art of Mindful Inquiry



1. "What I heard you say was...."
2. "Tell me more about what you meant by..."
3. "What angered you about what happened?"
4. "What hurt you about what happened?"
5. "What's familiar about what happened?"  
**(How did that affect you?**  
**How does it affect you now?)**
6. "What do you need/want?"

## 9 Healthy Ways to Communicate

1. Reflect back what is being said. Use their words, not yours.
2. Begin where they are, not where you want them to be.
3. Be curious and open to what they are trying to say.
4. Notice what they are saying and what they are not.
5. Emotionally relate to how they are feeling. Nurture the relationship.
6. Notice how you are feeling. Be honest and authentic.
7. Take responsibility for your part in the conflict or misunderstanding.
8. Try to understand how their past affects who they are and how those experiences affect their relationship with you.
9. Stay with the process and the relationship, not just the solution.



## THE ART OF MINDFUL FACILITATION

### Group Inquiries

1. What did you notice as \_\_\_\_\_ was talking?
2. I noticed you had a reaction when \_\_\_\_\_ was talking about....
3. What just happened here?
4. What did you hear in \_\_\_\_\_'s voice?
5. What moved you about what just happened?
6. How many of you know exactly what \_\_\_\_\_ is talking about?
7. What is one thing that you heard \_\_\_\_\_ say just now?
8. How many of you think \_\_\_\_\_ is talking about herself/himself/themselves?

## THE ART OF MINDFUL FACILITATION

### Individual Inquiries

1. What is the statement behind your question?
2. What I heard just now is that you asked a question.
3. What were you like when you first came here and what are you like now?
4. What do you leave at the door when you come to work?
5. If you could say something to \_\_\_\_\_, what would you say?
6. What makes it unsafe for you here and what would make it safer?
7. What is the price as a \_\_\_\_\_ if you told the truth? Why?
8. What does this place lose when you can't fully be yourself?
9. What did you notice was the group's reactions when you were talking? Would you like to know? What would be a good question, if you wanted to find out what their reactions were?



## ADVANCED EMPATHETIC RESPONSES

1. I was really touched/moved when you shared about ....
2. You've gone through so much to get to this room...
3. I'm sure there were lots of times it was hard to just get up and face another day...
4. As you were sharing, it's like it happened yesterday...
5. As hard as it is to talk about what happened, I can also see a sense of relief...
6. Given what has happened to you, I can really see why you chose to....

## EMPATHETIC RESPONSES (For the perpetrator)

1. "I can really see how frustrating it is for you when..."
2. "Listening to you just now, I can really hear how hard/complicated this is for you to understand."
3. "I can really sense how upsetting this is for you."
4. "I see how confusing it must be to you when..."
5. "It must be painful to hear this about... when you have a totally different experience."
6. "I can really see how difficult this is for you to hear..."
7. "It must be embarrassing for you to discover that those who you trusted and loved may have hidden the full truth from you."
8. "Not easy to hear, is it?"
9. "Sometimes when the truth is too hard to bear, we need to create another truth so we can move on with our lives."

## ADVANCED MINDFUL INTERVENTIONS

1. He/she/they said some really important things just now. What is one thing you heard him/her/them say?
2. What is the statement behind your question?
3. How many of you think he/she/they are talking about himself/herself/themselves?
4. If your tears could talk, what would they say?
5. I can see that you have some strong reactions to what he/she/they said, and we'll get to those. But if you wanted to find out why he/she/they said that, what would be a good question to ask him/her/them?
6. What I heard is that you can't understand why he/she/they feels this way. Would you like to understand why? What would be a good question to ask her/him/them if you wanted to find out why?
7. What I heard you say was that this was not important to you, but it might be important to him/her/them. What would be a good question to ask him/her/them if you wanted to find out why?
8. So, what I hear is that you don't know how you feel about \_\_\_\_\_. If you did know how you felt, what would you say?
9. What I hear is that you don't know why \_\_\_\_\_ said this. Would you like to know why? What would be a good question to ask her, him, them, if you wanted to find out why?

## ADVANCED INTERVENTIONS ALTERNATIVES

### FACILITATOR: TO PERSON **CONFRONTING**

1. Did you notice (his/her/their) reaction to you when you were talking?
2. So, what did you notice?
3. Then, what would be a question you could ask (him, her, them) if you wanted to find out how (he, she, they) felt? Ask (her, him, them).

### FACILITATOR: TO PERSON **BEING CONFRONTED**

4. What (angered, hurt, and was familiar) about (his, her, their) response to you when you first shared your story?
5. How could (his, her, their) response have been different so you would have felt heard, understood and believed?



## NOTICE WHAT IS MISSING

### 9 HELPFUL NWM INQUIRIES

1. What's missing is how they felt about what happened.  
How did you feel when...? What came up for you when...?
2. What's missing is why they thought this happened.  
Why do you think ...?
3. What's missing is how it affected them afterwards.  
How did it affect you afterwards?
4. What's missing is if what happened was familiar.  
What was familiar about what happened?
5. What's missing is if there were any witnesses.  
Were there any witnesses? If so, did they say/do anything?
6. What's missing is if they said or did anything in response.  
Did you say or do anything when...?
7. What's missing is how many times has this happened.  
I was wondering, how many times has this happened?
8. What's missing if they told anyone.  
I was wondering, did you tell anyone? If not, why?
9. What's missing is what specifically happened.

# DISCONNECT/RECONNECT INTERVENTIONS

## DISCONNECT

What was the disconnect in the way  
that \_\_\_\_\_  
responded to \_\_\_\_\_?

## RECONNECT

How could \_\_\_\_\_'s  
response have been different  
so \_\_\_\_\_ would  
have felt seen, heard, believed and valued?