



What? So What? Now What? For Discussions and Activities

Method of questioning that stimulates clarity, understanding, and future actions for discussions, activities, training sessions, and teaching situations.

The following is a description of each type of question and examples of ways that it can be used in discussions and debriefing activities.

What?

- Lead to the bigger picture or large idea of the session.
 - Ex: How does this activity relate to our topic today, What are the issues surrounding our topic, Tell me what you know about [___], ...

So What?

- Transform information into action
 - Ex: Why is our topic today important to our company, how does this activity illustrate the issue we are discussing, what can we do about this issue...

Now What?

- Apply lesson or action to other situations
 - Ex: Does this activity illustrate other issues that are problems for our company, how do you foresee your own actions changing in regards to our discussion today, how does what we talked about today fit within the larger context of the mission of our company...

Questioning Methods

- Analytic : Close-ended question to reveal content and intention
 - Used to get at the technical side of the issue
 - Useful for What? and So What? sections
- Contemplative: Open-ended questions to provoke critical thinking and analyzing
 - Useful for So What? and Now What? sections