



Mentoring: Questioning Skills

Mentoring skills: using open questions to see the perspective from someone else's hilltop

This is a model for questioning which can be used to get a better understanding of people's issues, concerns, values and beliefs.

As we go through life, we are subjected to many experiences, each building on the other. It is as if we build our own personal hill or vantage point from which we view the world. I stand on my hilltop; you stand on yours. As our experiences are different, so will our hilltops be. When we look at something, although we may be looking at the same thing, our perspectives may be different. Hence the same thing may look very different to each of us. Neither perspective can be weighed against the other to decide which is right, which is wrong. It is my perspective and is right to me; yours is right to you.

There are classic ways to define questioning technique, e.g. open, closed, leading, hypothetical etc. Hill-topping looks at open questions and the extent to which different levels of questioning will help us see the perspective from someone else's hilltop.