

Questions in the iceberg model

(ref: <https://www.karindeknegt.nl/reflecteren-met-het-ijsbergmodel/>)

ABOVE THE WATER LINE:

Knowledge

- Do you know enough?
- Do you know enough to be able to act?
- Do you know what to do?
- Do you have enough information?
- Where can you possibly get more knowledge?

Experience

- Do you have relevant experience?

Behaviour

- Can you do it?
- What are you going to do?
- Are your actions effective?
- Do you have the options to implement it?

UNDER THE WATER LINE:

Beliefs

- What makes you think that way?
- What does it give you to think like that?
- What makes you want to let go of that conviction?
- What could it be like to look at it differently?

Norms and values

- Do you think it's appropriate, do you think this is appropriate?
- Does this affect your role?
- When are you disappointed?
- What role do you think you should play?
- What do you find very important in working together?
- How do you want to be treated yourself?
- What about you can make you very angry?
- Suppose ..., how do you react?
- How far can a counterpart go with you?
- What are you looking for in colleagues?
- What is blocking you?
- What is important to you?
- Example: 'I do not like to ask someone for help'. Underlying standards can be: you cannot bother someone, asking for help is for the weak.

Self-image

- Is this what you think of yourself?
- What do you think about yourself and what do you think others think about you?
- Opinions about yourself are your self-image.
- A rather negative self-image may turn out in expressions such as: I will never be able to do that.
- I cannot do that anyway.
- Oh, but you should not let me do something like that.

Properties

- Is this a pattern with you?
- Is this an automatic response?
- What do you stand for?
- What do you think about ...; how do you see ...; how do you look at ...?
- What is your opinion about?

Motives and motives

- Are you taking energy now?
- What do you really want?
- What do you enjoy?
- What do you prefer to do?
- What are you driving?
- What are you going for?
- What motivates you?
- What do you find important in your work, in your life?
- Where do you see yourself in five or ten years?
- What gives you pleasure and satisfaction in your work?
- How is it for you ...?