



The Questioning Strengths Method

Oxford University Team Use Questioning Strengths To Improve Research Collection and Programme Development

Case Study – Oxford Character Project @ University of Oxford



"I left this workshop with a new appreciation of how questioning advances, or hinders, my professional and personal relationships...and certain types of questioning are better suited for some circumstances than others. For example, I learnt that asking provocative questions can help cut through the status quo. I'm now confident that working on my questioning strengths can only make me a better researcher, leader and, dare I say it, a better person in the end."

- Dr Edward David
Research Fellow, University Of Oxford

What Did We Do?

The Oxford Character Project is an interdisciplinary research project at the University of Oxford. We worked with the team to introduce the benefits of better questioning for research delivery, programme development, and project management. Participants:

- Completed the 15-minute online **Questioning Strengths Assessment** (QSA) and received their unique questioning strengths profiles in advance of the workshops.
- Took part in two facilitated two-hour online **better questioning workshops**.
- Worked in small groups to generate **two practical question-based outputs**, tailored for use in upcoming team tasks.



"On a regular basis, [the workshop] continues to help me discern the appropriate and wise use of questions in the various contexts of my life: at home and work... I enthusiastically recommend this course; it is adeptly facilitated and highly worthwhile in terms of what it offers both theoretically and practically!"

- Dr Roger Revell
Research Fellow, University Of Oxford

What Value Did We Deliver?

The Oxford Character Project comprises a team of researchers, programme officers and project administrators, working collaboratively to deliver high quality research, impactful student programmes, and valuable engagement with industry partners. The team uses questions to establish research direction and methods, to gather research data, and as a teaching tool.

We worked with the team to help them understand and utilise the benefits of better questioning for collaborative working, and for delivering impactful research efficiently across disciplines. The team developed two task-specific question-based outputs during the workshops:

- Teaching **questions for use with students** in the Global Leadership Initiative during the 2021-22 programme.
- Research **questions for data collection** via workplace culture surveys disseminated to partner organisations.