Focused Conversation (Using ORID) EDST 403/ Dr. Isabeau Iqbal

The Focused Conversation involves a series of questions that directs the thinking of a group or individual toward making a decision and/or taking action. The sequence of questions is used every time and is adaptable to any situation and group. The questions are ordered carefully so that a progression of consciousness takes place.

The Focused Conversation takes participants on a four-level journey of awareness:

1. **Objective: Focus Attention**
2. **Reflective: Gauge Emotions and Associations**
3. **Interpretive: Explore Meaning and Insights**
4. **Decisional: Move toward Action or Decision**

Sample questions:

Objective:

* Who was there?
* What do you know about the topic/situation?
* Which ideas/people caught your attention?
* What behaviours or responses did you observe?

Reflective questions

* How did this xxx affect you?
* What concerns you?
* What seems most critical?
* Where did you struggle?
* Where did you feel confident?
* Were you surprised/angered/curious/confused/ by anything in the experience?

Interpretive questions

* What was your key insight?
* What other things do you need to consider?
* What options are there?
* How have others dealt with these issues?
* What have you learned from this experience?
* What are the implications?

Decisional

* What will you do differently as a result of this experience?
* Has this experience changed your thinking in any way?
* What would you say to people who were not there?
* What are these themes really about?
* What does it mean to have experienced this?
* What are you really committed to?
* What are the first steps that need to be taken?

References:

Nelson, J. (2001). The Art of Focused Conversation for Schools. Toronto, Canadian Institute of Cultural Affairs.

Stanfield, R. Brian, Ed. (2000). The Art of Focused Conversations: 100 Ways to Access Group Wisdom in the Workplace. The Institute for Cultural Affairs. (Institute for Cultural Affairs Series). New Society Publishers: Gabriola Island, BC.

See also: https://www.montgomeryschoolsmd.org/departments/development/teams/sdt/ORID/ORID\_Questions\_List.pdf