

3 I'S & POSSIBILITIES QUESTIONS

INDIVIDUAL

Where do you show up in this situation?

- What parts of yourself might need more attention or care in this situation?
- What possibilities might self-reflection open up about what's going on for you in this situation?
- What would it take for you to participate in the change?

INTERPERSONAL

Where does this problem show up on the relationship level?

- What relationships can be built or leveraged in this situation?
- Who can help make a difference?
- What relationships need to become transformative or transactional in this situation?

INSTITUTIONAL

Where does this problem show up on the institutional level?

- What policies or practices could use more careful attention in this situation?
- What policies or practices have been successful so far?
- Vs: What policies & practices are perpetuating this problem?
= Dead end