

15 Reflection Questions

For Moving From Accusing to Challenging

Self-Reflection (Ask Yourself)

1. What uncomfortable feeling am I trying to avoid by blaming?
2. Am I naming a real problem or just deflecting responsibility?
3. What part of this situation is truly mine to own?
4. How might my tone or timing affect how my words land?
5. Have I gathered all the facts, or am I reacting to assumptions?
6. If I didn't blame anyone, what constructive step could I take right now?
7. What value or priority of mine feels threatened here?
8. How would I want someone to address me if I'd made a mistake?

Empowering Others (Ask Them)

1. What do you see as the real issue underneath this tension?
2. What's within your control to address here?
3. How have you contributed — directly or indirectly — to the situation?
4. What outcome would feel fair or life-giving to you?
5. What strengths or resources could you bring to a solution?
6. How might we talk about this in a way that builds trust instead of shame?
7. What small next step could we take together to move forward constructively?

