

## Restorative Questions

### Questions for those who have been harmed:

- What did you think when you realized what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

### Questions for those who have created harm:

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- Who has been affected by what you have done, and how were they affected?
- What do you think you need to do to make things right?

The same questions above can be adapted to be used proactively (when we “catch someone doing something right” – *this should be occurring for 80% of our interactions*):

### Questions for those who did something positive or productive:

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- What impact has this had on you and others?
- What has been the most beneficial thing for you?
- What needs to happen to make sure this success/positive interaction continues or happens again in the future?