



Liberating Structures: Inviting and Unleashing Everyone with Simple Ethnography

Below are good questions to ask during or after **shadowing** someone from another unit or discipline. The questions are designed to deepen understanding of “how they do things differently” in another part of the organization.

1. **Sequence:** Walk me through... what do you do first... then what do you do next?
2. **Specificity:** Let’s take yesterday for example... please start from the beginning? Is there a critical event or story that comes to mind?
3. **Tasks + Structure:** Can you draw me a diagram of your daily work?
4. **Comparison:** Would others handle situations this way or differently? What would your peers think?
5. **Participation:** Show me how you do this ____ [task] and where you do it? Are there other ways to do the same task?
6. **History:** So far, what methods have used to address the challenge?
7. **Importance:** I see you have a strong reaction, can you tell me why?
8. **Quantity:** How many of your colleagues or experiences fall into that category?
9. **Changes:** How are things different from last year?
10. **Naïve Outsider:** I’m a stranger, tell me about the culture here?
11. **Local Vernacular:** What do you mean when you say ____ and ____ [laugh, smile, shrug, grimace, roll your eyes]?
12. **Positive Deviance:** Is there anyone you know or any unit that is able to overcome the challenges we have discussed? How, how, how?
13. **Reflecting Back:** So, I hear you saying ____, is that right?

These are questions often asked by ethnographers during field studies. They can help draw out insights and important details. Take detailed notes and photos when possible.