

The F-O-I-D Model



The F-O-I-D Model for Asking Questions – Fact, Opinion, Importance, and Do

The sequence of the types of questions is important for leading participants through learning to application. Consider writing F-O-I-D questions into your Facilitator Guide as a plan for approaching the topic and the questions you would like to ask in a learning event.

Type of Question	Description	Example
<p>Fact</p>	<p>What are the facts?</p> <p>These are questions based on who, what, where, and so forth. Many people are selective listeners, so the “fact” questions get everyone back on the same page.</p>	<p>“What resources did you use during the Part 1: Fundamentals experience?”</p>
<p>Opinion</p>	<p>What are your observations or insights?</p> <p>When you ask for an opinion from participants, everyone has an opinion. Participants take ownership of the material.</p>	<p>“What has been your favorite part of the workshop? What has been challenging for you?”</p>
<p>Importance</p>	<p>What is important or significant and why?</p> <p>What is the one thing that is really making a difference for participants? Now, participants really own the material.</p>	<p>“What has been the most valuable aspect of becoming a master trainer?”</p>
<p>Do</p>	<p>What will we do next?</p> <p>We need to lead participants to this step because they may not come here on their own. This helps participants look beyond the training to application.</p>	<p>“How do you plan to apply your learning?”</p>