

Testing Question Toolkit

Build Your 30 - Day Probe Plan



By now, you have:

- **Completed the deep dive** (data, history, performance patterns).
- **Built early relationships and trust.**
- **Formed a working hypothesis** about what's really going on - what's working, what isn't, what might need to change.

The goal of this phase is to **test those hypotheses through conversation** - not through formal review or presentation.

Questions become your diagnostic tool.

Peter Drucker put it beautifully: "**The leader of the future will be a person who asks the right questions.**"

	Strategic	Culture	People
Examples	<ul style="list-style-type: none"><i>Explain to me which goals people rally around most easily - and which ones seem to get less traction.</i><i>Describe for me where you see duplication or friction across teams.</i><i>Tell me what decisions slow us down most - and why.</i>	<ul style="list-style-type: none"><i>Describe for me how things really get done here - what makes something move fast?</i><i>Tell me how people respond when a mistake happens - what's the default reaction?</i><i>Explain to me what behaviors get rewarded most often - officially or unofficially.</i>	<ul style="list-style-type: none"><i>Explain to me where you think we're under-leveraging people's potential.</i><i>Describe for me what kind of leader or environment helps you do your best work.</i><i>Tell me about a time the team handled a tough change - what made it work or not?</i>
Your Questions			

Testing Assumptions

Assumptions	Question(s)	Notes