

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."**

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

Testing Assumptions

| Assumptions | Question(s) | Notes |
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