

The Best Leaders Ask These Questions

EXPLORATORY

- Where are we seeing momentum and what should we do about it?
- What are we tolerating now that could become a problem later?
- What's the biggest assumption we're making that might be wrong?
- If we had to start over today, what could we do differently?
- Where are we thinking too small, playing too safe, and what would we attempt if we knew we couldn't fail?
- What is something everyone is thinking but no one is saying?

EMPOWERING

- If I weren't here, how would you handle this?
- If you could make one change right now, what would it be?
- What's one thing I could start or stop doing to help you grow?
- What idea have you been hesitant to share, why?
- What is something bigger you're capable of doing that I haven't challenged you to yet?
- Who on our team has untapped potential or underutilized strengths?

CULTURE

- What behaviors are we unintentionally allowing or rewarding?
- What unspoken rules or norms are holding us back?
- What do we say we believe but we aren't living it out?
- Are there any values, practices, or traditions that no longer serve our mission?

ACCOUNTABILITY

- Are our goals measurable, clear, and achievable within a defined time frame?
- Who is responsible for what and when will it be completed?
- What will we do when we hit our goals? What will we do if we don't?
- Are we holding ourselves to the same standards and level of accountability that we expect from others?

SELF-REFLECTION

- What is it like to be on the other side of me?
 - Am I being led by feelings or facts?
 - What fear is holding me back?
 - What's the single change I could make for the biggest possible impact?
 - Where am I unintentionally frustrating those around me?
 - What problems am I overlooking, ignoring, or excusing instead of facing, addressing, or changing?
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