

Theme:**BUILDING OWNERSHIP**

“If I wasn’t here, what would you do?”

1 WHY THIS QUESTION WORKS

Interrupts dependency



Builds independent thinking



Develops judgement



Reinforces ownership



More leader capacity



Grows future leaders

2 HOW TO USE IT**ASK**

Ask the question and then be quiet.

**WAIT**

Resist the urge to jump in. Give them space to think.

**EXPLORE**

Use follow up questions before sharing your view.

3 GREAT FOLLOW UP QUESTIONS

- ? What led you to that conclusion?
- ? What other options do you see?
- ? What information might help you?
- ? What outcome are you aiming for?
- ? What’s stopping you from doing that?
- ? What do you think is the best way forward?

4 CLOSE THE LOOP

Before they leave, ask...

“What would help you feel confident handling this yourself next time?”

This uncovers what’s really holding them back. They might need:

- ✓ Clearer expectations
- ✓ More information
- ✓ Reassurance/trust
- ✓ More expectations

5 WHAT THIS LOOKS LIKE IN PRACTICE

Team member: “Is this okay? Can you have a quick look before I send it?”

Leader: “If I wasn’t here, what would you do?”

Team member: “I’d probably send it. I think it’s fine.”

Leader: “What’s stopping you from doing that?”

Team member: “I’m not sure, I just wanted to get your sign off I suppose.”

Leader: “You don’t need it for this. I trust your judgement. What else would help you feel confident handling this yourself next time?”



COACHING TAKEAWAY: They didn’t need the answer. They needed confidence.