27 QUESTIONS THE BEST LEADERS ASK

CULTURE

13. What behaviors are we unintentionally allowing or rewarding?
14. What unspoken rules or norms are holding us back?
15. What do we say we believe but we're not living it out?
16. Have we outgrown or moved past any values, practices, or traditions that no longer serve our mission?

EXPLORATORY

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

ACCOUNTABILITY

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

SELF-REFLECTION

22. What's it like to be on the other side of me?
23. Am I being led by feelings or by facts? Where are my impure motives hurting my leadership impact?
24. What fear is holding me back?
25. What's the single biggest change I could make for the greatest positive impact?
26. Where am I unintentionally frustrating those around me?
27. What problem am I overlooking, ignoring, or excusing instead of facing, addressing, or changing?

EMPOWERING

7. If I weren't here, how would you handle this?
8. If you could make one change right now, what would it be?
9. What's one thing I could start-or stop-doing to help you grow as a leader?
10. What idea have you been hesitant to share, and why?
11. What's something bigger you're capable of doing that I haven't challenged you to do yet?
12. Who on our team has untapped potential or underutilized strengths? How can we help them grow?

CRAIG GROESCHEL

LEADERSHIP PODCAST