

Are you asking the right questions?

Questions are a powerful strategic tool for leaders to generate change.

Questions direct our attention, our conversations, our energy and the actions we take. The right question can unleash powerful possibility and change in your work, your team, your organisation, and beyond.

The questions we ask are fateful; we need to choose them wisely and with intention. The following questions are intentionally appreciative and focus on what is working well. They can be used with individuals, teams, across the organisation or to review projects, events or initiatives to create new conversations and generate learning for positive change.

- What is going right?
- Who am I at my best? Who are you/we at your/our best?
- When have we been at our best? What did it look like, feel like, sound like? Who helped us get there? What would change if I/you/we brought this to each situation?
- When have we successfully met challenges before? What were we doing the same/differently? What in our context enabled us to do that?
- What are you most proud of that you have worked on recently? Why? What did you/the work achieve? How did you feel in that achievement?
- Describe a time that you really felt committed to your work, when you felt like you really 'owned' what you were doing. How did you feel during that experience? What did you do to make this happen? How did others help enable this? How did the organization/structure/culture help you feel that this was possible?
- What's the **number one** positive thing about being a team member here? How do you feel you contribute positively to this dynamic? How do others help support this strength in you?
- What do you see as the three most desirable things about our team, that we can build on for success?

Try a few of these questions in reflection, in meetings, in conversations and you'll feel the difference in your own energy and in your capacity to bring out the best in others.

**What questions are you asking?
Yourself... your peers... your team... your boss**



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