



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**

dr. paige



DR. PAIGE WILLIAMS is a speaker, author, and PhD in Organizational Behaviour.

Paige believes that leadership is the most potent leverage point in any system – team, family or workplace – to create positive change. And that we each have a capacity to lead, exceptionally, that we are yet to realise.

Her ambition is bold: to teach, inspire and encourage you to have the confidence, clarity and commitment to be the exceptional leader the world needs you to be.

Using a potent blend of neuroscience, psychology and her own extensive international business leadership experience, Paige helps leaders across business, government, NGOs, and education to lead themselves, their people and the systems they work in, exceptionally.

The results are dramatic and measurable.

An Honorary Fellow of the Centre for Wellbeing Science and an Associate of Melbourne Business School, Paige is known as a leadership and culture expert. The potent combination of real-life leadership experience and deep academic knowledge fuels her superpower of translating complex ideas and academic research to make them real, relevant, and relatable to the work that people do every day.

Paige is the author of five books on leading well in modern times. She is obsessed with one question above all others: 'What does good look like?' and suggests that answering this question requires a multifaceted, systems view of leadership in the 21st century.

In her latest book, *The Leaders Ecosystem*, she provides nine critical essays and insights that enable a contemporary leader to meet the challenges and leverage the opportunities of our time.

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