



powerful questions

Questions to elicit best thinking about a problem or challenge

- What stands out as important to you about this?
- What assumptions are we making?
- What else could this be?
- What else do we need to consider?
- What's working well? What's valuable?
- Did this go as smoothly as you had hoped? Was there friction? What needs to be different?
- What are your ideas for change or a better solution?
- What can you do that would be helpful? What support do you need?

Questions to ask during or after giving feedback

- What are your reactions to this?
- I've offered my ideas and opinions. What are yours?
- What do you see as the challenges or obstacles to improving this?
- What else do we need to talk about?
- What else do I need to understand about this that I don't yet know?
- What support do you need?

Questions to ask during or after receiving feedback

- What impact has this experience had on you?
- What else do you want to share with me that you haven't yet?
- From your perspective, what would it look like if things were different or better?
- What are you needing for yourself? For your team? From me?
- What are your suggestions on how we move forward?
- How can I help?

Questions for clarifying priorities during a conversation or meeting

- What would you like to get out of today's conversation/meeting?
- What would you like to focus on today?
- What do you need to leave this conversation/meeting with?
- Given the time we have together, what's most important to you?
- Today, I'd like to make sure we cover ... What are your priorities?
- Did this go as smoothly as you had hoped? Was there friction? What needs to be different?
- Where should we begin?

Questions to be sure you are receiving the message as intended

- What I think I'm hearing is [BRIEF RECAP]. Did I get that right?
- Could you say that again or expand on what you just said?
- What feels important to you about what you are telling me?
- What meaning do you make out of this?
- Can you say more?

Questions to redirect someone who is stuck in drama, victim thinking, or unproductive complaining

- What do you know for sure about this situation?
- How is your thinking in this situation serving you well – or not serving you well?
- I hear your frustration with [PERSON OR SITUATION]. What are your suggestions for making this better?
- What are you wanting or needing?
- What is your part in this?
- What do you have charge over? What can you commit to?

This tool is an example of the **Me Work** that fuels Culture Transformation. If you're interested in learning more about **Me Work** and **We Work**,

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