



PEOPLE LEADERSHIP QUESTIONS

Open-ended Questions that Leaders can ask those they lead to create a collaborative and inviting environment.

These questions are open-ended and intentionally simple. Among other things, they allow those you are leading to do most of the talking. In a majority of discussions, those you are speaking with are capable of forming their own answers if given the chance to do so. In every step of the conversation, you have the opportunity to step in with an idea, suggestion, or coaching point, if needed. They can be reserved for the times when those you are leading are without their own answers or need to be course-corrected for some reason.

TO GET STARTED

- How can I best support you today/during this conversation/on this issue?
- What do you need from me on this topic?
- What role do you need me to play in this conversation?
 - If needed: Do you just want me to listen? Or to problem-solve? Or to advise you in some way?
- How do you need me to show up right now?

TO HELP THEM NARROW THEIR FOCUS

- What about this really concerns you?
- Of all the issues you mentioned, what is the most important one for you? What is the most pressing?
- What would you like to focus on for our conversation?
- Of those concerns, what would you like to prioritize?
- I heard you share a number of different important topics/concerns. Which one should we focus on first?

TO ASSIST IN THEIR SELF-DISCOVERY

- What bothers/concerns you the most about this?
- How do you feel this could be addressed?
- What would you like to see done?
- What information do you still need to move forward?
- What pieces of the puzzle are you missing?
- Who might be helpful to you to whom you can reach out?
- What is still unknown?
- What might you be missing?

BRAINSTORMING

- Recap the options shared so far and ask - What other options do you have?
- In other circumstances, what options could be available?
- If it weren't for X (a barrier they have identified), what could be possible?
- If you had more resources or better support, what options would be available?
- If you had to find another way, what could it be?
- What other possibilities exist?
- In past similar situations, how did you address it?

CLOSING THE CONVERSATION

- What are you planning to do next?
- How would you summarize what we've discussed?
- What are you taking from this conversation that is most important to you?
- What future support do you need from me?
- What else have we missed?
- What do we still need to cover?
- In what other way can I be helpful?
- What else do you need from me?