

## GOOD LEADERS ASK GREAT QUESTIONS: How leaders ask better questions

### SUMMARY:

Questions can be used connect with people, collaborate with team members, build ideas, and develop the people around you. Your ability to **ask more meaningful questions** can change the dynamic of your leadership and have deeper impact on those around you.

*"Good questions inform.  
Great questions transform."*

- John C. Maxwell

### WHY ARE QUESTIONS SO IMPORTANT:

**Questions are the most effective means of connecting with people.**

**Questions help you to engage others in conversation.**

**Questions allow you to build better ideas.**

**Questions give you a different perspective.**

**Questions challenge mind-sets and get you out of ruts.**

### DISCUSSION:

1. What questions do I ask myself as a \_\_\_\_\_ (boss, employee, mom, wife, friend) on a regular basis?
2. The practice of asking ourselves questions helps us to become more self-aware. Have you ever known a leader who was not self-aware? Without naming names, describe what happened to that person's leadership.
3. What problem or challenge are you currently dealing with that is especially difficult? How might you benefit by asking questions to bring resolution to the issue?

### POWERFUL QUESTIONS TO START ASKING:

#### **At Work**

1. What do you think?
2. How can I help you?
3. What am I missing?
4. What does great look like?
5. What did you learn?

#### **With Loved Ones**

1. How can I be a better (mother/spouse/friend) to you?
2. What the best time we spend together?
3. When do you feel most loved/cared for/supported by me?
4. What are we not talking about that we should be?

#### **To Yourself**

1. Am I investing in my own growth and success?
2. Am I adding value to my job/my team/my family?
3. Am I staying in my strength zone?
4. Have I taken care of myself today?
5. Am I spending my time with the right people?
6. Given the opportunity, what would I do more of?

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### Using Questions for Problem Solving

The key to solving problems is asking the right question. John Maxwell offers three questions a leader can use for problem solving:

- Why do we have this problem?
- How do we solve this problem?
- What specific steps must we take to solve this problem?

Here are additional questions we might ask within the context of **“Why do we have this problem?”**

- When did this problem first arise?
- Why is it a problem?
- What are the symptoms of the problem?
- What are the negative results of this problem?
- What is the root of the problem?
- What other kinds of difficulties may arise as a result of this problem?
- Do we need to investigate further to understand the problem adequately?
- How critical or urgent is this problem?
- Who on the team has the greatest expertise in this area and what does he or she think?
- What’s the opinion of the person closest to the problem?

What questions might you ask to expand on Maxwell’s second question: “How do we solve this problem?”

What questions might you ask to expand on the third question: “What steps must we take to solve this problem?”