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QUESTIONS

USED BY TRANSFORMATIVE LEADERS



WHAT IS THE PROBLEM WE ARE TRYING TO SOLVE?

- **Purpose:** Ensures stakeholders agree what the problem is. Eliminates assumptions and grounds stakeholders if the "verbal circular dive into the weeds" occurs.
- **Delivery:** Question is stated and followed by silence. Do NOT fill the silence.



WHAT IS THE FUTURE OUTCOME WE WANT?

- **Purpose:** Ensures stakeholders can describe the future state, and they agree/are aligned.
- **Delivery:** Question is stated and followed by silence. Do NOT fill the silence. Encourage stakeholders to describe how the future looks, functions, and feels.



HOW HAVE ROLES & RESPONSIBILITIES BEEN CLARIFIED?

- **Purpose:** Ensures a purposeful approach was used to clarify and communicate roles & responsibilities.
- **Delivery:** Question is stated and followed by silence. Be curious to validate that a rigorous approach was used.



WHAT DO YOU NEED FROM ME?

- **Purpose:** Eliminates your assumptions about your role. Places the "ask" on the stakeholders, which prompts them to be purposeful with their ask.
- **Delivery:** Question is stated and followed by silence. Do NOT fill the silence.