

FROM THE VAULT: The Question Great Leaders Ask

GREAT QUESTIONS ACCOMPLISH THREE THINGS:

REVEAL VALUES	REINFORCE VALUES	REINFORCE BEHAVIORS
Questions we naturally ask over and over again communicate what's most important to us.	We can use questions to communicate to the people around us what we think <i>they should think</i> is the most important thing organizationally.	Questions associated with action bring energy to what we want to see.

THE QUESTION TO FILTER YOUR DECISION MAKING AROUND: “WHAT WOULD A GREAT LEADER DO?”

THIS QUESTION ACCOMPLISHES FOUR THINGS:

Raises the *standard* of our leadership above the *circumstances* of our leadership

- There are no emotionally neutral leadership decision-making environments.
- Emotions make leaders defensive. And when we get defensive, we quit learning; we get off balance; and we make off-balance decisions.
- This question lifts us out of the immediate and into the larger context, bringing objectivity and a sense of inspiration to every decision we make.

Reveals motive

- Leaders are great at camouflaging personal agendas with the language of organizational mission and vision.
- At the end of the day, great leaders always sacrifice themselves for the sake of something more important.
- This question forces us to face the reality of the conflict between what's best for me and what's best for the organization.

Reveals weakness

- Great leaders don't avoid conflict, and they don't power up and leverage their position to get things done.
- This question causes us to pause and face the thing that needs to change in our leadership because it's holding us back.

Inspires you to reach beyond the limits of your personality and style

- Leadership often demands that we reach beyond what's comfortable and comes naturally to us.
- Great leaders do what the situation requires.