

Smart Leader Questions

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You want them to be more pro-active and independent¹

If I was not contactable and an action was needed now, what would you do?

So, tell me about the strengths, and the weaknesses, of that approach?

And, if there was another *weakness* (of that approach) what is that *other weakness*?²

You want them to learn from and error of judgment

So, what went right was X,Y,Z., and that is good. However, 'W' happened and {context} which I am unhappy about³. If there was *one thing* that you could have done better, what is that *one thing*?⁴
Followed by...

And, if you now go and do that differently, from this moment onwards, that will make me happier⁵.

You need to be sure they understood the expected actions following your meeting

So, why not tell me what your actions are going to be, in sequence?

Establish how you can adapt to motivate them more and de-motivate (paralyze) them less

We both want you to exceed expectations. If there was *one thing* I could change to help you to be more success at {context}, what is that *one thing* I can do?

Their behaviors to you or others in improper in your (existing or desired) work-culture

When you said, "{exact words}", what did you hope to have happen? Followed by...

And, imagine hearing someone else saying {exact words} what several ways can they be interpreted?

¹ Understand the semantic construct and, keeping that construct, re-write them in your own words/language and practice YOUR new questions.

² The semantic construct suggests, **FIRSTLY**, to the hearer, that there is another weakness, and **SECONDLY**, asks (in the **PRESENT TENSE**) what that weakness is? This construct opens up a neural pathway and the brain is powerless to resist. If rapport is good, most people, most of the time, will find the answer.

³ Expressing the impact of what happened in some form of emotional statement can be motivating to the other person.

⁴ See ref#1 above. The construct again opens up the suggestion of an answer and then asks for that using the same words (in the **PRESENT TENSE**).

⁵ We are now using a positive emotional statement to try and leverage their motivation to change behaviors.