

# EFFECTIVE QUESTIONS TO IMPROVE TEAM PERFORMANCE

The art of great leadership is being able to ask effective questions that can help to transform and shift the way someone thinks, to help them grow.

Below is a list of powerful questions to elevate your team's thinking to resourceful solution-focused action. Use these questions and reach your goals faster and easier than ever before.

## **When a team member or the team are stuck:**

These questions will help the team members to access thinking that will help them see what is in their control and therefore possible for them to achieve.

- What is preventing you from achieving the result?
- What's the easiest thing you can do right now that will move you forward?
- What are you choosing that is preventing you from moving forward?
- What's missing?
- What are you not seeing?
- What's the payoff for staying stuck?
- How would someone else approach this?
- Is this hard, or is it just unfamiliar?
- What do you need to believe to see yourself doing this easily?

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## When a team member is displaying self-doubt and is staying in their comfort zone:

These questions will help a team member who is struggling with self-doubt. You can see their potential and can help them access it by showing them they have a choice in choosing to stay small or take the opportunity.

- Where can you acknowledge yourself?
- What do you really want?
- What is really at the heart of this?
- What are the current thinking or beliefs about your abilities going to cost you?
- What are you letting get in the way?
- What's the worse thing that could happen if you do this? Could you handle it?
- What could you do if there was no fear?
- What would you do if you knew success was certain?
- What could you do if winning or losing didn't matter?
- If you secretly knew what you needed to do next, what would it be?
- What is one small step you can take to move forward?

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## When a team member doesn't take responsibility and uses blame or finds an excuse:

I always recommend a compassionate approach to try and understand the reason behind why they feel they need to blame or find an excuse. What do they fear to have to do this?

- If there was no one to blame and no excuses, what is possible to make forward progress?
- How could we approach this differently?
- What are the learnings for you here for next time?
- What is one small step you can do to get back on track?
- What support do you need or who can you ask for help?
- What is this really about?
- What do you feel is in your control/out of your control?
- If you had a 'clean slate' and were able to start over from a time before this became an issue for you, what would you do?

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BELIEVE YOU CAN  
AND YOU'RE HALFWAY THERE

- Theodore Roosevelt

*Joanna Howes*



These key questions helped me to transform my teams thinking and our working relationship and overall productivity improved.

You are able to do exactly the same if you are committed to be the best version of yourself and step into your power as a leader.