

Figure 2.3: The Seven Questions

Stanier's (2017) Seven Questions	Notes and Reflections How can I build these into my leadership practice?
<p>1. Kick-Start Question “What’s on your mind?” This question gets you to what matters most quickly, so you can get to the real concern or issue.</p>	
<p>2. A.W.E. Question “And what else?” This is the best question because the first answer is never the only answer and often not the best answer. When you probe deeper for more answers and more possibilities, not only does it slow down the advice monster within but it also generates possibilities and ideas the person may not have initially considered. This question also keeps the flames of curiosity burning bright!</p>	
<p>3. Focus Question “What’s the real challenge here for you?” The first two questions allow the leader to get to the heart of the matter. This question focuses directly on the person and how the issue directly affects them. The keywords in this question are <i>real/</i> and <i>you</i>. Asking what the <i>real/</i> challenge is and then asking <i>for you</i> provides the focus and clarity the leader needs to get to the next question, What do you want?</p>	
<p>4. Foundation Question “What do you want?” This question is often not easy for the person to answer, but it moves the conversation to a deeper level faster. It gets to the heart of what the person wants to happen related to the problem, concern, or issue, and keeps the conversation focused even when emotions are involved.</p>	

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<p>5. Lazy Question</p> <p>“How can I help?” or “What do you want from me?”</p> <p>These questions work in two ways. First, they force the person to make an explicit request—to clarify what the person wants or needs help with. Second, they are self-management tools to keep you curious and lazy; these questions prevent you from spending time doing things <i>you think</i> the person wants you to do.</p>	
<p>6. Strategic Question</p> <p>“If you say ‘yes’ to this, what must you say ‘no’ to?”</p> <p>If you’re someone who feels compelled to say “yes” to every request or challenge, then this is the question for you. Overwhelmed and overcommitted, you’ve lost your focus and spread yourself too thin. This is why you must ask a strategic question; asking a “yes” without an attendant “no” is an empty promise. This question helps make the promise real.</p>	
<p>7. Learning Question</p> <p>“What was most useful or most valuable for you?”</p> <p>This question helps finish the conversation with a sense of accomplishment and meaning for both parties. Asking this question is an effortless way to reinforce learning and development. By asking people to identify and reflect on the process, this question helps create the space in which insightful moments of learning can occur. The question also assumes the conversation was helpful, providing a naturally meaningful conclusion to the discussion.</p>	

Source for questions: Stanier, M. B. (2016). *The coaching habit: Say less, ask more and change the way you lead forever*. Toronto, Ontario, Canada: Box of Crayons.