



Court Leadership and Asking Questions



Why ask questions?

Questions allow access to more information and lead to details on the “why.” Questions promote communication, facilitate uncomfortable situations, may de-escalate disagreements, provide clarification and greater understanding, and often stimulate thinking. Questions aid in assessing the challenge, increase perspectives and understanding, support critical thinking, and stimulate creativity. Questions give leaders a tool for inquiry and learning.

This issue provides **power questions**. These questions may be used to:

- Transform operations
- Win business or support
- Build relationships
- Coach and mentor others
- Resolve a crisis or tackle an issue
- Engage your leadership
- Evaluate with employees
- Evaluate ideas and proposals
- Improve meetings and interactions
- Request something

Power Questions

Among the many power questions to consider are the following:

- From your perspective, what are the needs and what would be helpful?
- How would you describe the biggest challenges or the most important obstacles you face?
- Why is this important to you?
- Can you walk me through your decision-making process?
- What do you wish your younger self had known?
- How did you get your start?
- Can you say more about that?
- Can you give me an honest assessment of our work?
- What have I done that has been most helpful?
- What questions can I help you answer?
- What will you need to accomplish what you need to do, or get to where you want to be?
- What else can you tell me?
- Do you know why we do it this way?
- What is most important to you about this?
- What help or resources do you need?
- What could go wrong?
- What else have you considered?
- What decisions do we need to make?
- How do you like to be thanked?
- What motivates you?
- Is there anything I have not asked that is relevant?

When Using These Power Questions ...

1. Try them out in a variety of situations
2. Consider them as thoughtful, probing, and perhaps provocative
3. Use them with those individuals you know, with friends, and with strangers
4. Add “zest” and meaning to any conversation
5. Use them every day
6. Create powerful stories as a result of the power question inquiry

Sample Areas of Questions to Be Profiled

Employee

Smarter

Alignment

Success

Team

Power

Coaching

Court Leader

