



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.

In this issue, good **team questions are offered**. These are queries that teams wish they would be asked about that may lead to better understanding of expectations and performance.

Sample Areas of Questions to Be Profiled

Employee

Smarter

Alignment

Success

Team

Power

Coaching

Court Leader

Team Questions

- How are we doing?
- How clear are you on what the priorities are?
- How can I support you?
- What is preventing you from doing your best work?
- What is your next career or team goal and how can I help?
- What would make work more meaningful to you?
- What skills would you like to develop next?
- What decisions would you like to make on your own?
- What is one action or decision on which you are stuck?
- What decision moved our work forward this week?
- What can I do to make you more effective?
- What one thing can I do to help you do your work better?
- What is one thing I can do to help reduce conflict on the team and the workplace?
- What is one thing I can do more of or less of to become a better team player?
- What is one thing I currently do that you want me to continue to do?
- What blind spot might be shaping my judgment?
- From whom else have I not heard?
- What resources does this consume?
- Which metrics prove that things work or the outcomes?

Why Ask Team Questions Such as These?

Team based questions can serve to obtain helpful constructive feedback and:

- Support the team’s contribution
- Be clear on priorities
- Obtain information on what is working and what is not working
- Elicit ideas from team members to improve the workplace
- Learn about resources, skills, and training that may be needed
- Help the team perform, lead to better outcomes, and remove obstacles

As these questions are used, remember that leading a team is quite different than leading an individual.

Resources:

- B. Burgess, 7 Powerful Questions You Should Ask Your Team Monthly, www.Federal-Protection-Agency.us, undated
- S. Deep, L. Sussman, Communication Briefings, Questions You Can Ask to Invite Constructive Feedback from Everyone, Feb. 1998
- C. Dreyer, 13 Questions Leaders Ask Before Committing, LinkedIn, undated
- A. Huang, 12 Questions Great Leaders Ask their Management Teams Weekly, LinkedIn, undated
- C. Mathews, 10 Questions Every Great Executive Asks Weekly, LinkedIn, undated
- D. Vanourek, 8 Questions Your Team Wishes You’d Ask, LinkedIn, undated

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