



## The 25 Most Powerful Questions Leaders Can Ask

Whether you like it or not, your success as a leader will be largely tied to your team building ability.

The best leaders always have a great feel for the pulse of their organization. They realize the importance of being consistently, purposefully and intensely engaged with their team. They understand how to unlock hidden value and unleash creativity and passion with the use of well-timed questions.

One of the most effective ways for leaders to lead their team is by helping them refine and justify their reasoning through the use of intelligent questions. This serves to not only align interests and areas of focus, but also to facilitate the exchange of insights, and to acquire useful knowledge and information – it also builds stronger relationships.

The following list of questions will provide you with a resource that is immediately actionable, and highly productive (in no particular order) that can be used across situations, constituencies and reporting lines.

1. Why? (my personal favorite and the most powerful one-word question on the planet)
2. How can I help you with that? What do you need from me in order to make that happen?
3. That's an interesting thought, what process did you go through to reach that conclusion?
4. What rules should we be breaking?
5. What if we did nothing at all, what would happen?
6. Where do our best ideas come from and how can we spawn more creativity?
7. Why is this important to you?
8. How do we know what our [team, organization, culture, business] need to look like three years out?
9. What does this accomplish for us?
10. What are people thinking, but afraid to express?
11. What can we do to operationalize our vision, values and strategy?
12. Which members of our team are underperforming, and how can we help them do better?

13. How does this add value to our [fill in the blank]?
14. Can you give me a bit more detail on the logic used to arrive at your [costs, timing, return estimates, etc.]?
15. What are the greatest challenges you face in pulling this off, and how do you plan to deal with them?
16. What can I do to lead better?
17. What's your greatest current frustration and how can I help you with that?
18. What will be the key performance indicators for this? How will we measure them, and what hurdles do we need to hit to be successful?
19. Do you have the necessary resources (financial, technology, talent, infrastructure, etc.) to hit your objectives?
20. What's are the biggest risks and how do we mitigate it?
21. What are your biggest obstacles and barriers to success? What are your plans to deal with them and what do you need from me?
22. What are the weakest points in your area and how do you plan to deal with them?
23. Who are your strongest leaders and how are you developing them to handle more responsibility?
24. What are you doing to attract new talent?
25. How would you feel if this discussion was public knowledge – would you be comfortable with that? If not, why not?

Great leaders not only view their interactions with team members as coaching and mentoring opportunities, but also as learning opportunities for themselves.

Source <https://www.forbes.com/sites/mikemyatt/2016/06/12/the-50-most-powerful-questions-leaders-can-ask>