

1. What do you mean by...?*
2. Could you give an example of...?*
3. What does...mean to you?*
4. Could you say that another way?*
5. What would it look like if you were...?*
6. What would you do differently if you were...?*
7. What makes you say that?*
8. What makes you believe that is true?*
9. What leads you to that conclusion?*
10. What could we do differently to help our team thrive?
11. How might we ...?
12. What does everyone know but no one talks about?
13. What's the deeper purpose (the big "why") that is really worthy of our best effort? **
14. What assumptions are we making?
15. What is one thing that has not yet been said, that would provide additional clarity?
16. Where is the energy in our group? **
17. If things continue as they are, will we be happy with where we end up? **
18. Thinking back on [this experience or situation]:
 - a. What caught your attention?
 - b. What was inspiring?
 - c. Where were you anxious?
 - d. Where were you confident?
 - e. What's important to you about [this situation]?
19. What do you think of when I first say the word [value]? (for example, what do you think of when I first say the word Collaboration? **
20. How do we model [value]?
21. What are our challenges to [value]?
22. Where have you experienced a similar situation?
23. What are you clear about?
24. What are you confused about?
25. What insight is beginning to emerge?
26. How has this been beneficial to you?
27. What questions did this raise for you?
28. If we were replaced tomorrow, what would the new team do? **
29. What do we need to stop doing?
30. What kind of changes do we need to make?
31. What are we unwilling to change?
32. What will you do differently?
33. What will keep us from achieving a different future?

*Credit: Greg Joiner

**Credit: Leadership Freak