



Empowerment Coaching

# The Engaging Leader Questions Library



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# 1-to-1 Meetings



1. What one thing should I know about you to make our relationship even better?
2. What your one talent/skill/gift would you list as one that I don't see or appreciate or use?
3. What would you list as one thing you see me doing that makes your engagement increase?



4. What would you list as one thing that I do that distances us from success?
5. What motivates you the most and how could we achieve more presence of this element in your work?
6. What would you need most from me to work with more satisfaction?

# Team Meetings



1. What have we learned from our cooperation as a team so far?
2. If our employees could see how we work as a team, what one thing could they learn from us?
3. What one thing would we like to start doing differently from tomorrow?



## **To the presenter – the so-called rephrasing method**

Help me to understand your proposal well. I understood that (...) and I have a question: (...)

I would like to make sure that I understand your proposal correctly. I heard that (...) and I have a question: (...)



## **To the presenter – elements of critical thinking**

1. What assumptions were made for the formulation of this proposal?
2. Who will benefit from this proposal first and how? Can you give an example of a specific benefit?
3. Is the effort required to implement this proposal worth the benefits it will bring?
4. How will we know that we have successfully implemented this proposal?
5. How would we communicate this proposal/idea/concept to employees? Who will it have the greatest impact on?



## To the team during the discussion – elements of the art of facilitation

1. Does anyone have trouble understanding Carol's proposal/idea/concept?
2. Would anyone else like to summarize the proposal/idea/concept presented by Carol?
3. Who sees this topic differently than Carol? For what reason?
4. **IMPORTANT:** to people sitting quietly: Anne, I appreciate your opinion. What do you think of this idea/situation/discussion?



## **To the team during the evaluation of the Comprehensive Plan**

1. What is too much in this plan and what is missing?
2. What is the most important for us, and what can we drop?
3. What would happen if we didn't do Project X in 2022?
4. Do we need the same resources to implement individual projects? If so, is it realistic?
5. As a Leader responsible for a given team, do you believe in the plans of other teams and are you ready to help in their implementation? Do you have the right resources for this?

# Leader's Self-work

# Identifying Your Own Cognitive Biases

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1. What are my most fundamental beliefs?
2. How might these beliefs limit or enable me and my colleagues to work together?
3. How do I react to people from different backgrounds? Do I stick to stereotypes or assumptions about a particular social group?
4. As a manager, how much do I recognize and exploit the differences in my team?
5. How would my team describe my leadership style if they shared their experiences of working with me with others?
6. How much do my words and actions reflect my intentions?
7. How often do I put myself in the other person's shoes and try to understand the reasons for their point of view?

# Collecting Feedback

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1. What one thing I do that you would list as the one that makes us move away from each other?
2. Thank you. I didn't realize it. I work on myself and understand that we all have unconscious prejudices or make cognitive mistakes. What else can you share with me about the impact of my actions?
3. I really appreciate you sharing this with me. What else have you noticed that I should know about?
4. I didn't think of it that way until you shared your views. Could you say more?



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QUESTIONS INSIGHTS GROWTH