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The Power of The Question

Let's start with you as the coach and how you connect with your coachee using the power of the question. The right question asked to the right person at the right time can make all the difference.

Your role – guide, teacher, story teller, trainer, and leader plays an incredible role in the importance of the question. For me as coach, it starts with desire. My desire to find a solution, to create possibility, to listen without judgment, and to be able to sort through what I am hearing and ask a question that that resonates within so that the answer all but tumbles out.

One of the greatest tools we have is the question. The right question asked to the right person at the right time can shift the course of action in a number of ways. Questions expand, create, generate, demand, entice, provoke, encourage, challenge, and open doors to a world where few enter as willingly as they might if the answer is provided.

Seeking our own answers is far more powerful. Questions are the opportunity to discover the talents and abilities that lie dormant until called upon. So even a seemingly small un-important question, builds muscle.

Let's look at a situation and the use of possible questions that a manager might ask to improve understanding and cooperation between two team members.

The “he said/she said” syndrome. The manager has asked two team members about alleged altercations relating to negative comments made about each other and to each other. Each team member claims they did not say what the other thought they heard.

Seeds of change:

"People never improve unless they look to some standard or example higher or better than themselves." -- Tyrone Edwards, author

This newsletter has 408 words and should take 3 minutes or less to read.

A small price for knowledge!

What questions might you ask to improve understanding and cooperation between the team members? Here are a few to get you started:

Opening question: Would you tell me more about what happened?

Clarifying question: When you hear negative comments, how do you clarify the intent?

Focusing questions: What is your part in this?

Hypothetical question: What would happen if you didn't respond?

Alternative question: Would you rather keep this going or find a way to go about your day without this kind of distraction?

We all approach situations differently – our experience, knowledge of the individuals and yes, time constraints can make the difference.

For your next coaching opportunity, stop and consider how you can use the “power of the question” to coach more powerfully.

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