



Conversations Worth Having

Leadership Conversation Starters

Good conversations don't always need more answers. Sometimes they just need a better question.

Here are a few worth carrying with you.

TO UNDERSTAND

- What would be helpful for me to understand from your perspective?
- What feels hardest about this right now?
- What am I missing?

TO SUPPORT

- What would be most helpful from me right now?
- What's getting in your way?
- What would make this feel more manageable?

TO CREATE CLARITY

- What feels unclear?
- What do you need to know to move forward?
- Where do you need more freedom to make the decision yourself?

TO NOTICE WHAT'S WORKING

- What's going better than we sometimes acknowledge?
- Where are you seeing progress?
- Who is making a difference that we may not be noticing?

TO GO DEEPER

- What haven't we talked about that we probably should?
- What would you like more of from me as a leader?
- If we could change one thing about how we work together, what would it be?

 **You don't need to ask all the questions.** Sometimes one good question is enough.