

really big
QUESTIONS





THE QUESTION

What's the shadow of loyalty, and where are we seeing it right now in the organization?



THE QUESTION

*What rube are caused because we've assumed
the value exchange motivating a person is
something it's not?*



THE QUESTION

What essential steps are we clear about that are also steps impossible to be certain about?



THE QUESTION

What aspect of another team member is most uncomfortable for you but most important to the organization?



THE QUESTION

*Where is our organization pursuing
compromise that will leave us worse off
if we achieve it?*



THE QUESTION

What am I working on least that probably matters most?



THE QUESTION

What do you desperately care about right now that probably doesn't matter much one way or the other?



THE QUESTION

What's the difference between doing the sensible thing and doing the right thing?



THE QUESTION

How can we tell the difference between a step backward versus the surfacing of something that's been out of sight?



THE QUESTION

*If the end is always in the beginning,
what beginnings should we be especially
alert to right now?*



THE QUESTION

What holds me back most from being open to new ideas and alternative possibilities?



THE QUESTION

What keeps me from letting my guard down even more with this team?



THE QUESTION

What's my greatest wish for our organization in the next ten years, and what could prevent us from attaining it?



THE QUESTION

*What needs to shift in me before I can shift
the organization?*



THE QUESTION

Where is one of my direct reports taking the right action with the wrong emotion?



THE QUESTION

Where am I misassociating the unfamiliar with risk?



THE QUESTION

What's the most important insight I've had in the past that I've mostly forgotten now?



THE QUESTION

What's the wildest and most unexpected alternative reality for our organization that I would trade for in a second?



THE QUESTION

What are a couple of things we could do right now that would increase the happiness we experience as a tribe?