

No Ego Powerful Questions

Give Employees Meaningful Time for Self-Reflection. Pick just one question from this suggested list to get them started.

1. What are you trying to create?
2. What do you want? What are you willing to do to get that?
3. What do you fear that is getting in the way of the action? How can you move beyond that fear or concern?
4. What are some of the most challenging parts of your role? What do you wish you were more skilled or more fluent in handling?
5. What part of your reality are you struggling with?
6. What would happen if you just chose to agree and help?
7. What would be your part in that outcome?
8. What did you do that hindered? What helped?
9. What do you know for sure?
10. What could you do to add value?
11. If you didn't have the story you're telling yourself right now, who would you be?
12. What is your goal?
13. How is that working for you?
14. What has your current approach been? What would you like to change in that approach?
15. How is the feedback I gave you true?
16. If we assume the universe is kind, how might this situation be benefiting you or be for your highest good?
17. What would make this successful? What could you do to add to it?
18. What if two things are true? Where is the "and" here?

Questions for crowdsourcing technique, to get more input and feedback from resources other than the leader.

1. Who do you know who is generally successful under these kinds of circumstances? Connect with them, ask for their three best tips on how to be successful and let's talk about what you learn.
2. Get a clearer picture of how others experience you in meetings by using your phone or tablet to record your interactions. Watch the film and identify ways you use your body language, approach, or speech to diminish open dialogue.
3. In one clear sentence, write down what you hope to accomplish or create in these circumstances. Talk to 20 people and ask them for a next step or their best tip on how to proceed. Work from that list and report back with your experience next week.
4. Think about three ways this feedback could be true. Come back and share three examples of how it affected your work.

5. Identify three ways you sabotaged the work efforts. How did those behaviors or attitudes serve you?
6. What are you believing? How is that influencing your choices or actions?
7. Choose three people who excel in this area and interview them. Report back with what you discover.
8. Write down a reality we're currently experiencing or decision that has just been made. On a sheet of paper, write: "and this means that...", then make a list of what it means. Take a look at your list and ask, "Do you know this to be true? Can you impact this in a positive way? How might you be wrong? How does this kind of thinking keep you stuck?"
9. Listen to the ego narrator in your head. Capture a day's worth of thoughts on paper. What do you notice? What themes do you see? Examine thoughts that express certainty about the future or are rooted in the past. When we reconnect, we'll talk about what sense you make of them.
10. Read (a book or article) or watch (video, TED talk, etc). Identify two things that resonate with you. Afterward, let's talk about why you found those things important.