



Why Leaders Should Stop Asking Why and Other Cool Things for Elevating Human Performance.

Unintentionally and unfortunately, why questions and a focus on problems over strengths can have a negative impact on how people think and feel about themselves. And, because thoughts and feelings impact behavior, subsequently preferred performance can also be negatively impacted.

Try not using the why question. Here are some alternatives, to asking why:

Alternative questions to “Why?”

- ▶ Can you tell me about that or, Can you tell me more about that?
- ▶ Oh, Really...(pause)... Then paraphrase the last thing they said as a question.
- ▶ Oh, what do think that might be about?

Try asking about strengths more than the problem. Here are some helpful questions:

Appreciative/Strengths-Based Questions

- ▶ What do you appreciate about the project, person, approach?
- ▶ What aspect of (this situation) do you get the most excited about?
- ▶ What is going well?
- ▶ Where are you succeeding?
- ▶ Tell me about a time you got through a difficult situation? What did you do, to make that happen?