**FOG-CUTTING QUESTIONS**

**Bobb Biehl**

**Bobb teaches principles that are timeless, applicable across the spectrum, containing cause and effect. Every problem is the violation of a principle. Nothing is meaningful without a context.**

**• How do you know?**

**• What benefits outweigh the cost?**

**• What’s new and what’s changing?**

**• Who will care?**

**• What are the terms?**

**• What does this mean globally, and how will it impact global people?**

**• What does this mean to us?**

**• What does this mean to those being served?**

**• Why am I doing what I’m doing?**

**• How does it reflect the nature of God?**

**• Truth works. What is true?**

**• How does this impact constituents?**

**• What if I don’t do this?**

**• Who says so?**

**• Why not faster?**

**• Does it matter?**

**• Where should we spend the most energy?**

**• Who am I trying to please?**

**• If you knew you could not fail, and if God told you that you were free to choose, what would you do?**

**• If you could do anything you wanted, what would you do? (Psalm 37:4 – “the desires of your heart”)**

**• If you had to decide right now, what would you choose?**

**• What are the advantages and disadvantages of this particular choice?**

**• What should we keep doing, stop doing and start doing?**

**• Just before I leave, please tell me exactly what you would like for me to do?**

**• If you were not doing this process today, would you start it now from scratch?**

**• How would this solution look in a perfect world, then in the real world?**

**• Would you rehire this person today?**

**• If checking an applicant’s references, ask for a list of his/her mentors. As the mentor if this is the right job for this applicant? Have you ever know this person to tell a mistruth?**

**• How can you think differently about this and turn it into an opportunity?**

**• Rank every opportunity 1-10 in terms of impact and difficulty, then pursue the high impact/low difficulty ones.**

**• How would this decision look in the newspaper headlines tomorrow morning?**

**• If this is not a 10, what would make it so?**

**• Over the next 6/12 months what would be the ideal outcome of this decision?**

**• What is your greatest concern in making or not making this decision?**

**• Define the problem precisely. What results would constitute acceptable solutions? What actions are possible now? Which actions lead to the desired results? Who should follow up? When? How? And with whom?**

**• 4 questions: What is going well? What is not? Where are you stuck? What needs to change?**

**• If this meeting is to be successful, what will have happened?**

**• When hiring, if this position achieves the most it can, what will that look like?**

**• What positive difference will this make, and how will we measure it?**

**• IF any one could help us solve this problem, who would we call?**

**• Of all the solutions, which is the best?**

**• How can we explain this so that a child could understand it?**

**• What will happen if you’re successful with this idea?**

**• What is our unique contribution?**

**• What is our home run?**

**• SODAS + SITUATION, OPTIONS, DISADVANTAGES, ADVDANTAGES, SOLUTION**

**• What are we doing here, and what have we accomplished?**

**• How does this contribute to our main objective?**

**• Are there any skeletons in your life that you want to tell me about before someone else does?**

**• What question would you like me to ask you ten years from today?**

**• What do we really, really *want* to do?**

**• What area your top 10/3/2 priorities?**

**• What would I choose if I had to decide in the next two days/hours/minutes?**

**• What would (Jesus, mom, dad, aunt, uncle, friend, etc.) do?**

**• In this situation how can I maximize my single greatest strength?**

**• In this situation what are the first three step I need to take?**

**• VISUAL PERSPECTIVE CHART: Top 3 Stresses, Unanswered questions, Things going right, Goals for the coming year**

**TEAM CHART**

**How to reduce frustrations with your team**

**Assess Any “Team” You Are Leading in 60 Seconds!**

**• You have an intuitive feel for how each team member is doing. Don’t wait for some sophisticated, expensive process to decide their future. YOU are that process!**

1. **List your team members.**
2. **Quickly rate each person 1-10. 10 means right person, right place, long-term. 1 means he/she should have been released a year ago but ……**

**Rating 1-5 = RED. This person’s assignment should be REFINED. Or he/she should be REASSIGNED to another role in the organization. Or this person should be RELEASED as soon as humanely possible.**

**6-7 = YELLOW. You’re hopeful but not really sure about this person. For 30/60/90 days carefully evaluate him/her with crystal clear, measurable priorities.**

**8-10 = GREEN. Ask “How do I maximize this well-suited, unique person?”**

**Your goal is to have an all-GREEN team.**