MOVING FROM YOUR IDEAS TO THEIRS

By Keith Webb

* My-idea question: I have a helpful book on managing teams, would you like to read it?
* Open question: How could you learn more about managing teams?
* My-idea question: Have you thought about firing him?
* Open question: What options do you see in working with him?
* My-idea question: Is casting vision the next step for the team? Open question: What are possible next steps for the team?
* My-idea question: Could someone on your team help?
* Open question: Who might be able to help?
* My-idea question: Do you learn from reading books or talking with people?
* Open question: How do you prefer to learn new things?

Both my-idea questions and open questions follow a pattern. Typically, my-idea questions begin with the words would, could, are, is, and does, while open questions begin with what or how.