GREAT QUESTIONS GREAT LEADERS ASK THEMSELVES

From Bob Tiede

Sep. 18, 2014

**What is it like to work for me?** *(Robert Sutton, professor at Stanford)*

**What trophy do we want on our mantle?** *(Marcy Massura, MSL Group)*

**What counts that we are not counting?** *(Chip Conley, founder of Joie de Vivre Hospitality)*

**What did we miss in the interview for the worst hire we ever made?**

**In the past few months, what is the smallest change that we have made that has had the biggest positive result?  What was it about that small change that produced the large return?** *(Robert Cialdini, Arizona State University)*

**What prevents me from making the changes I know will make me a more effective leader?** *(Marshall Goldsmith, coach and author)*

**Are we changing as fast as the world around us?** *(Gary Hamel, author and consultant)*

**If no one would ever find out about my accomplishments, how would I lead differently?** *(Adam Grant, Wharton)*

**How likely is it that a customer would recommend our company to a friend or colleague?** *(Andrew Taylor, Enterprise Holdings)*

**What one word do we want to own in the minds of our customers, employees and partners?** *(Matthew May, author)*

**What am I trying to prove to myself and how might it be hijacking my life and business success?** *(Bob Rosen, coach and author)*

**If I got fired and the Board brought in a new CEO, what would he (she) do first?** *(Andy Grove, former CEO of Intel)*

**What do we stand for – and what are we against?**

**If I had to leave my organization for one year and the only communication I could have with my employees was a single paragraph, what would I write?***(Pat Lencioni, author and founder of The Table Group)*

**What should we stop doing?** *(Peter Drucker, author)*

**Who have we, as a company, historically been when we’ve been at our best?***(Ketih Yamashita, founder of SYPartners)*

**What are the implications of this decision 10 minutes, 10 months, and 10 years from now?**

**Do we have the right people on the bus?** *(Jim Collins, author and consultant)*

QUESTIONS TO ASK LEADERS

**Lou Holtz**, the famous football coach, now an analyst on ESPN. He saya there are three questions everyone asks about a leader.

* **Can I trust him?**
* **Does he know what he’s talking about?**
* **Does he care about me?**

If you’re an alliteration guy or you want extra credit, you can make them “character, competency and compassion.”