From Kirk Dondo via Bob Tiede

The next time a team member comes to you to solve a problem, instead of giving them an answer, ask some questions instead. (Bonus: These also help when you’re trying to come up with answers to your own conundrums.)

Try one of these great questions; some of these I learned from my friend Chris Osborn, President of [Coach Training Alliance](http://leadingwithquestions.us3.list-manage.com/track/click?u=4320a50bc672b2862b6f985c0&id=7f3ad20352&e=f8f9a9fe45), to help your team member uncover the answers for themselves.

* 1. **What is the ONE thing holding you back?** Instead of feeling overwhelmed by a list of things going wrong, is there one thing you could change, “fix” or better yet predict that would positively impact everything? Sometimes it’s a person, a process, or a perspective.
  2. **What do you need to change in order to be successful?** Again, this helps you focus on what’s truly important.
  3. **What are this person’s strengths?** When dealing with an issue about a person, think about their strengths. Do they match what you need or expect from them? Is that fair? How can you change the situation so everyone can win?
  4. **What are you *not* getting from… a specific person, a vendor, the project, etc.?** When you think about what’s missing, it can often help clarify what’s needed.
  5. **What bridges do you need to build, burn or repair? Building a bridge to nowhere is too often what is happening. What’s the most important thing to focus on? This breaks it down and gives you a visual to solidify the right actions**
  6. **What resources/improvements are required to meet the goals or objectives?** Once you break it down, you’re able to tackle issues one by one
  7. **What do you need from me to help you be successful?** What’s the specific thing I can do to help? (If the answer is, “Solve the problem,” the problem may be within your team member. Encourage them to think about alternatives.)
  8. **Who is the wisest person you know (in the area of discussion)? What would they tell you or say right now if they were standing here?** This is one of my favorites because it helps the person frame the situation apart from themselves, imagining how someone they respect would approach the problem. When someone imagines someone *else*solving the problem, it becomes less personally burdensome, so they can see the problem from a different perspective.