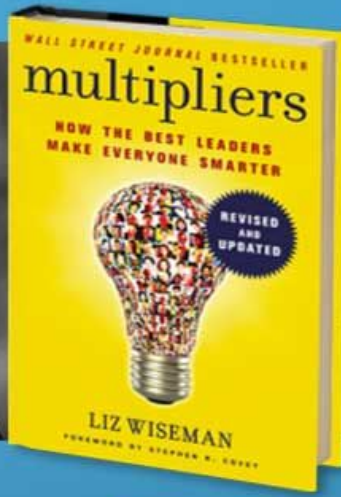




LIZ WISEMAN



SHAWN VANDERHOVEN



Back Pocket Questions

Tell less, **ask more**



We help organizations develop great people. A takeaway tool for *Multipliers Among Us*, a webinar presented **07.30.20** by Advantage Performance Group with Liz Wiseman and Shawn Vanderhoven from The Wiseman Group - Webinar schedule: apg1.us/pivot



BACK POCKET QUESTIONS

Asking questions is a bedrock skill of a Multiplier leader. Smart leaders keep a set of questions in their back pocket to quickly shift into coaching mode.

By asking better questions more often, you will spark new creativity, double the intelligence of your team, and make work a whole lot more fun.



WATCH THIS VIDEO DEMONSTRATION

thewisemangroup.com/questions



SUGGESTED READING AND EXPERIMENTS

Dive further into asking questions in *Multipliers: How The Best Leaders Make Everyone Smarter*. We suggest reading the following sections:

- “Ask the Hard Questions” page 114
- “Let Others Fill In the Blanks” pages 114-115
- “Becoming a Challenger” pages 122-124

You can also use your set of Back Pocket Questions as you run the Multipliers Experiment “Extreme Questions” in Appendix E on page 328.

STEP 1 Brainstorm your go-to's

Write five questions and circle your favorite three.

1. _____
2. _____
3. _____
4. _____
5. _____

STEP 2

Steal from us

Review the list of Wiseman Group favorites and circle your favorite three.

Where might the data be misleading?	How can we fix the problem so it doesn't recur?	What are you assuming that might not be true?	If you are saying yes to this, what are you saying no to?
What has to be true for success to happen?	What concerns do you have?	What do you think we should do?	What else?
What are the risks or downsides?	Are there any reasons we shouldn't proceed?	What am I not seeing that's important for me to understand?	Do you have what you need to move forward?

STEP 3

Steal from others

Listen for and document great questions and circle your favorite three.

1. _____
2. _____
3. _____
4. _____
5. _____

STEP 4

Use your tools

Add your circled questions from Steps 1-3 to the blank cards on the next page. Cut them out or take a picture for easy reference.

STEP 5

Look for opportunity

Review your calendar and select an upcoming meeting where you can try out your Back Pocket Questions.

QUESTION CARDS

BACK POCKET QUESTIONS

multipliers
• 10 YEARS •
1 MILLION TRAINED

BACK POCKET QUESTIONS

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