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High Performance Strategy: Co-Discover Questions

Adapt the following questions to suit your current situation then ask them of yourself and others and deeply listen to the answers.

A. Questions to Clarify & Align Objective/Vision

1. What does your highest vision for the growth of this organization look like to you?
2. How will you develop creative solutions to address our objective this week?
3. What are the most important decisions we need to make right now to deliver on our objective?
4. What specific outcomes do you want to achieve as you build the talent within your team?
5. What are three ideas you have to develop the skill and competency we need to deliver on this objective?
6. What growth do you want to accomplish for yourself?
7. What results are our customers expecting?
8. What do you envision your unique role and contribution to be?

B. Questions to Tap Into & Identify Motivations

1. Why is it personally important to you to develop your skill and deliver even more value to your organization?
2. Why is that important to you? What difference will it make?
3. Why do you care about that?
4. What's the value of that to you?
5. What do you want to be remembered for?
6. Who will this benefit?
7. How will this help our team deliver on our objectives?
8. Why is it important to our customer that we deliver even more excellence?

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C. Questions to Lead Implementation/Execution

1. What will you do today to inspire your team?
2. What is one thing you are doing to develop as a leader as you lead this project?
3. What values/principles will we lead from in this situation?
4. What are the next steps to move this project forward?
5. What is our plan to hit the target?
6. How will you execute this efficiently?
7. What are your top three actions to successfully begin this project?
8. What priorities do you want to deliver on first?
9. What do you want to see happen to ensure we move forward?
10. What will we take off our to-do list to deliver on this strategy?

D. Questions to Develop Accountability/Measurement

1. What must we do more of or differently in the future?
2. How do you plan to enhance your performance during the next year (month)?
3. What benchmarks will tell us we are going to effectively and efficiently hit the target?
4. Where does this fit on your list of priorities?
5. What systems must we evolve so accountability is easier?
6. How will we measure our success/progress?
7. What does our standard of quality look like to you?
8. What feedback can we expect from the customer as we follow through with our plan?
9. If you see we are off target, what's your plan for communicating to team members?

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