



Self-Assessment: Lead by Asking Questions

To get an idea of how you can more effectively lead by asking questions, complete the following self-assessment. Circle the number that comes closest to representing how true the statement is for you right now. Use the following scale:

4: *Consistently* • 3: *Usually* • 2: *Sort of* • 1: *Rarely*

Lead from your heart

- 4 3 2 1 I trust that the Holy Spirit is working in the heart of every believer.
- 4 3 2 1 I believe others can define and achieve their goals.
- 4 3 2 1 I target motivation, not information.
- 4 3 2 1 I empower others to take responsibility.
- 4 3 2 1 I believe that reflection is powerful.
- 4 3 2 1 I want to help staff be better problem solvers (not to solve their problems).

Inquiry skills

- 4 3 2 1 I ask open-ended questions.
- 4 3 2 1 I don't ask "why" questions.
- 4 3 2 1 I don't give advice.
- 4 3 2 1 I easily think of good questions to ask.

Lead by asking questions

- 4 3 2 1 I ask questions to help others.

- 4 3 2 1 I ask questions to help others reflect.
- 4 3 2 1 I ask questions to help others get clear.
- 4 3 2 1 I ask questions to help others prioritize.
- 4 3 2 1 I ask questions to help others get organized.

- 4 3 2 1 I ask questions to help others focus.
- 4 3 2 1 I ask questions to help others target their strengths.
- 4 3 2 1 I ask questions to help others pay attention to their goals.
- 4 3 2 1 I ask questions to help others reduce their frustrations.

- 4 3 2 1 I lead by asking questions.