

6 MAGICAL QUESTIONS

Increase buy-in & engagement. Co-create a better future.

Question #1 - Value:

- Forward focus
- Safer to come up with individual strengths
- Easier to generate collective strengths
- Strong messages are conveyed to one another
- Affirmations and respect are established
- Create an “on-a-roll” feeling - creating unity, energy, enthusiasm, openness, and creativity

Question #2 - Value:

- Continues the momentum of Step 1
- Taking an inventory of what is working
- Creating realization that some things are working, not caught in total failure
- Use of “we” creates a togetherness perspective - sitting on the same side of the table
- Will aid them in developing an action plan

Question #3 - Value:

- Focus
- Collective buy-in for vision
- Use of the word “our” puts everyone on same page
- Builds unity
- Use of the word “team” emphasizes a cooperative and collaborative effort



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Question #4 - Value:

- Forward focus
- Total ownership
- Personalization
- Internal motivation

Question #5 - Value:

- Uncovers perceived roadblocks/barriers
- Reveals “Eeyore” thoughts/assumptions

Question #6 - Value:

- Co-Created forward-focused solutions
- Co-Created ACTION PLAN



CONVERSATION DEBRIEF

What's been revealed? What actions need to be taken?

1. What were the highlights / successes of the meeting? Why do you think these aspects came to the forefront?
2. What was the perceived benefit(s) to your team or to the individual?
3. What were your team's (or this individual's) reactions and feedback to identifying current strengths? What did this communicate to you about the perceptions and beliefs that currently exist within your team or the individual?
4. What did the identified current strengths communicate to you that...
 - a) you didn't already know
 - b) you knew, but for which you now have validation
 - c) you need to do differently, modify, change or build-upon in order to continue leading the team or the individual successfully?
5. What were your team's or the individual's reactions and feedback to identifying future activities and steps for growth toward the objective? What did this communicate to you about the perceptions and beliefs that currently exist within the individuals of the team and the team as a whole?
6. What did the identified necessary future steps communicate to you that...
 - a) you didn't already know
 - b) you knew, but for which you now have validation
 - c) you need to do differently, modify, change or build-upon in order to continue leading the team/individual successfully?



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