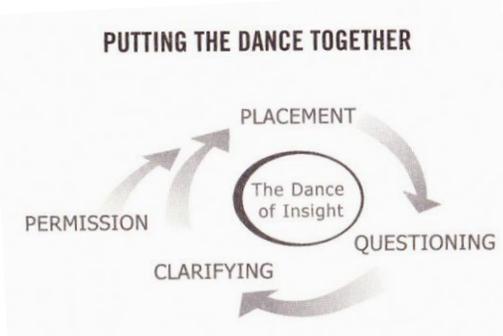


# Quiet Leadership

## Helpful Questions When Someone Comes To You For a Coaching or Support Conversation (From *Quiet Leadership* by David Rock)

<b>Examples of Permission Questions</b> <ul style="list-style-type: none"><li>• I'm happy to have a conversation about this issue you've brought to the table. Do you have time right now?</li><li>• I get sense you have more to say about that. Could we talk a little further?</li><li>• Can we spend a few minutes brainstorming ideas around this?</li><li>• I'd like to understand more about your thinking in that area. Would you be open to talking more about that?</li><li>• I'd like to discuss some more personal matters, would that be okay with you?</li><li>• So, could I help you think about this issue?</li></ul>	<b>Examples of Thinking Questions</b> <ul style="list-style-type: none"><li>• How long/how often have you been thinking about this?</li><li>• How important is this issue to you, on a scale of 1 to 10?</li><li>• How clear are you about this issue?</li><li>• What impact is thinking about this issue having on you?</li><li>• How motivated are you to resolve this?</li><li>• How do you feel about the thinking/resources you've put into this so far?</li><li>• Do you have a plan for shifting this issue?</li><li>• What insights are you having?</li><li>• What is your instinct on this? What does your gut tell you?</li><li>• How clear are you about a next first step?</li><li>• How can I best help you further?</li></ul>
<b>Examples of Placement Considerations</b> <ul style="list-style-type: none"><li>• Establish how long you can spend talking about the issue.</li><li>• Get clear on the context of the issue.</li><li>• Suggest a goal or goals for the conversation.</li></ul>	
 <p><b>PUTTING THE DANCE TOGETHER</b></p> <p>The diagram illustrates a cyclical process with four stages: PERMISSION, CLARIFYING, QUESTIONING, and PLACEMENT. Arrows connect these stages in a clockwise direction, leading to a central circle labeled "The Dance of Insight".</p>	<b>4. Examples of Clarifying Considerations</b> <ul style="list-style-type: none"><li>• What do you feel the person is trying to say?</li><li>• What is the person not saying?</li><li>• What are the emotions inside what they are saying?</li><li>• What are they saying that they can't hear for themselves?</li></ul>