



Probing the P-I-N



Check if you are looking for the right answer; if so....:

Drop the judgment from the question! or..
Drop the question

Be Outward, not Inward – the questions should not be focused on promoting your agenda

Sometimes it is enough to ask *"Why...?"*
Try to understand the motive: *"What worries/ motivates you...what do you expect to happen?"* *"What do you mean by...?"*

P-I-N detective

CALL A COLLEAGUE FOR A 10-MIN DIALOGUE.



What is your current context, what is going on in your team/ department/ project right now?

What is the impact on you?

What is important to you? What are the top 3 priorities on your agenda?

What challenges are you dealing with?

What do you need to happen on a good workday?

What excites you about your work?

What frustrates you about your work?

If you could change one thing, what would it be?

What helps from the way we work together?

What would you like to be different in the way we work together? Or:

What does not help, and you would like to change in the way we work together?

Where do you see that we have a common interest/ a common objective?

