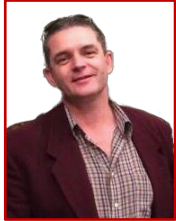


## The Leader Who Asks in action



Phillip Goulding  
Deputy General Manager, Operations  
Wintringham  
<http://www.wintringham.org.au/>

*Corrinne interviewed Phil as part of the Leaders Who Ask Webcast series.*

## Phil's coaching questions

1. How do you know that?
2. Where did you get your information? How do you know that is correct?
3. What do you think they are thinking?
4. Why do you think they are doing that?
5. What do you REALLY want?
6. What do you want to happen as a result of this conversation?
7. How do you give yourself a present? What could you do to reward yourself?
8. What help do you need for the work to get done?
9. What do you think your superpower is?
10. How can that skill help you in the workplace?
11. What's the worst/case scenario here?
12. How have you/we contributed to that?
13. What could you/we have done differently to avoid the situation?
14. How did we let this become so urgent?
15. What could we have done to plan for this better?

## Phil's Tips

1. Get really aware of your style and how it impacts others. Ask for feedback from friends, colleagues, family.
2. Come up with a plan to work on just a couple of things you have been given feedback on.
3. Ask yourself if you are happy with the way you are going.
4. Find some questions that you can work with and just give it a go!

