

# Leaders Who Ask – QUESTIONS Quick Reference Guide

## Why ask?

Leaders today face complexity, constant change, and increasing pressure. Too often, the default is to tell - to provide answers, fix problems, and take on more. But this creates bottlenecks, burns leaders out, and disempowers teams.

Different things happen in the brain when leaders ask instead of tell: asking sparks insight, releases motivation, and strengthens memory—so people engage more deeply and act on what they discover.

Shifting from telling to asking frees leaders to focus on strategic work, while empowering others to think, take ownership, and deliver results.

	Leader's Primary Focus	Leader's Impact	Culture	Team Productivity
	ASKING	Empowering	Fearless	x5
	INCONSISTENT	Emerging	Supportive	x1
	TELLING	Directive	Disengaged	x-2

Where are you now on the *Leaders Who Ask* Ladder? Where would you like to be?

## Quick tip for listening

When we ask and then LISTEN, people know our curiosity and intention to understand is real.

Oscar Trimboli, author of *How to Listen* suggests: **Listen for the Capital Letters.**

## 3 Questions leaders can ask almost everywhere

- What have you tried so far?
- If you could summarise the challenge/opportunity in 2 sentences, what would it be?
- What do you think I am going to advise you to do?

## 3 Questions to encourage solution seeking

- What options could work here?
- If you were guaranteed to succeed, what would you do?
- Suppose you had full authority—how might you handle it?

## 3 Questions to encourage action

- What could you do as a first step?
- If momentum is key, how could you create it straight away?
- Who can you involve to move this forward now?

## Leaders Who Ask – Develop the Skills

The **Leaders Who Ask** program equips leaders with practical coaching skills and questioning techniques to enhance their leadership. Leaders learn to tell less and ask more—unlocking engagement, building accountability, and sparking stronger results.

By telling less and asking more, leaders empower their teams to:

- Build engagement, boost productivity, and lead engaged teams achieving KPIs
- Hold outcome-focused, empathetic performance conversations
- Create Fearless Cultures where people are connected, accountable, and inspired

**Leaders Who Ask** is available as modularised, realtime, learning online, or delivered face-to-face. Online delivery works especially well—it mirrors how the brain learns best: short, spaced sessions that maximise retention and give leaders time to practise between modules.

## Leaders Who Ask Keynote – Inspire the Shift

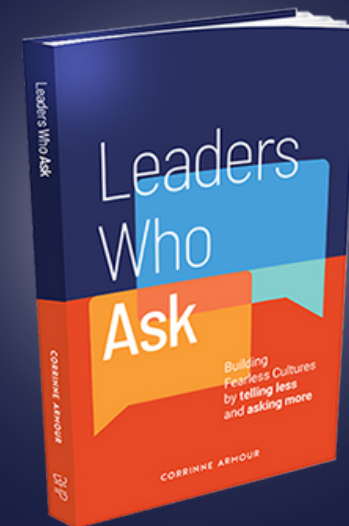
***Creating Fearless Cultures: Lead with curiosity. Influence with questions. Spark performance.***

In today's fast-paced world, leaders often feel the pressure to have all the answers. Yet the most powerful leaders don't tell more—they ask more.

When leaders shift from telling to asking, they unlock engagement, accountability, and creativity. This keynote inspires leaders to adopt curiosity, embrace fearless conversations, and elevate performance.

## About Corrinne Armour CSP

Corrinne Armour is recognised as Australia's leading thinker in Fearless Leadership®. A Certified Speaking Professional (CSP), she draws on corporate leadership experience, teaching in a jungle refugee camp, and two decades developing senior leaders to equip people to build trust, engage their teams, and achieve results that matter. Author of *Leaders Who Ask* and *Developing Direct Reports*, she inspires leaders to connect deeply, lead fearlessly, and spark performance.



## Get in Touch

Want to find out more?

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