



100

POWERFUL QUESTIONS

MINDYALTERMATT.COM



AS PROMISED!

This is a collection of many of my favorite powerful questions, but it's by no means ALL OF THEM! It should be enough for you to start practicing though.

Play with these questions in your leadership conversations. Keep in mind that the person on the other end of the question should be doing the work. Your job is to help them discover things for themselves.

This is powerful stuff and by incorporating this methodology into your leadership role you will be cultivating a group of **BIG, BOLD, and BRAVE** independent, self-aware people who will no doubt become leaders themselves.

Mindy Altermatt

Identifying strengths

Sometimes people won't always know their strengths – instead ask questions and then explore their answers for strengths. Look for themes that come up regularly. These may be their unique talents.

1. What are your three greatest strengths?
2. Tell me about the biggest challenges of your life. How did you overcome them?
3. What do you enjoy doing?
4. What do you like about yourself?
5. What do you long to do?
6. What are some of your most unusual skills? (Forces them to think about what's different about them. Digging deeper is GOOD)
7. What do you get complimented on the most? (go back to childhood if you have to)

Identifying values

8. If there were three rules that EVERYONE would have to follow what would they be?
9. Think about last week. What did you go out of your way to do or not do?
10. Think about times you've gotten angry/upset/irritated. What values were not being met?
11. Think about a times when you were really happy and energized. What values were being met?
12. What would you stand up and fight for?
13. What would you risk your reputation for?
14. What does it mean to have a full and rich life/career?
15. Who do you admire? What specifically do you admire about them? (what we admire in others is what we already have)

Limiting beliefs

Be sure to give them lots of silence. They'll need time to ponder the question. They'll fill the silence.

16. Where do you think your thoughts could be getting in the way?
17. Where do you have unrealistic expectations of yourself?
18. Where are you too hard on yourself? (make a list)
19. What must you ALWAYS do? (make a list)
20. What should you NEVER do? (make a list)
21. What do you think you might be trying to protect yourself from?
22. What holds you back?
23. What gets in the way?
24. What do you avoid?
25. What does the voice in your head tell you?
26. What rules do you have about how you should behave that are getting in the way of what you want or moving forward?

In response to limiting beliefs

27. Who says? According to whom?
28. Where did you get that belief from?
29. Who gave you this belief?
30. Is that belief still valid today?
31. What does that belief do for you?
32. Is it useful to keep believing that?
33. How does that serve you?
34. What concrete evidence do you have to back up that belief?
35. How do you know that limiting belief is true?
36. Has there ever been a time when _____ (limiting belief) has not been the case?
Tell me about it.
37. How can you absolutely know that to be true?

Recognizing the impact of the limiting belief

38. What is this belief costing you?
39. How would your life be different without this limiting belief?
40. How would your life be different if you trusted yourself?

Developing self-belief

41. Where could you be more forgiving and understanding of yourself?
42. Where are you not respecting yourself right now? What are you going to do about it?
43. How would your LIFE/CAREER be different if you really believed in yourself?
44. How would YOU be different if you really believed in yourself?

On people and relationships

45. Who could you hang out with so achieving your goals becomes natural?
46. Who drains you?
47. How do you teach people how to treat you?
48. Thinking of _____ (specific situation), what is the positive intention behind your behavior? What could be the positive intention behind their behavior?
49. I was just wondering what role you played in this.
50. If you were to relive the situation as someone who takes FULL responsibility for their actions and feelings, without blaming others, what do you notice? How is it different?
51. What signals could you have given others (either explicitly or implicitly) that contributed to the situation?
52. Where could you be more forgiving and understanding of others?
53. Who are you trying to please?
54. If your relationship with _____ (name person) were IDEAL, what's one thing that would be different?

Miscellaneous powerful questions

55. If you could only change ONE THING in your life/day/career, what would it be?
56. Think of someone you truly respect and admire. How would they look differently at this situation?
57. What's the decision you've been avoiding?
58. How do you feel about that?
59. If there was an outcome/result you were secretly looking for, what would it be?
60. What would happen if you did nothing?
61. How could you bring more fun, creativity, and joy to your life?
62. If you were to consider what's POSSIBLE rather than what's PROBABLE, how would that change things?
63. Where do you add stress to your day/life?
64. If you could have a magic wand and change three things about this, what would they be?
65. What are you tolerating that needs to change in order for you to move forward?

66. What do you know for sure? (Thank you Oprah!)
67. What would you do if you weren't afraid?
68. How have you held yourself back on this? How does that feel?
69. What in your life is zapping your energy and motivation?
70. What do you secretly know you need to say "no" to?
71. What do you need to stop saying "yes" to?
72. What would happen if you RAISED your expectations?
73. What would happen if you LOWERED your expectations?
74. What is one change you could make that would bring you more peace and calm?
75. What are 3 things you're doing regularly that don't serve or support you?
76. What would you think about this situation/problem 1 month/1 year/10 years from now?
77. In what way is this current situation absolutely perfect?
78. How old do you feel right now?
79. What do you do to avoid your feelings about this?
80. How much do you think you're worth? How does that play out in your career/life?
81. What's the difference that would make the difference?

Getting UNSTUCK

When people feel stuck, they still have a goal: to get unstuck, make a decision, or make a change.

82. How important is this to you really?
83. What if you LOWERED your expectations and started moving that way?
84. How's that working for you now?
85. What will happen if you continue with your present behavior?
86. What are you avoiding?
87. What do you get out of having this difficulty?
88. What are you not seeing or acknowledging?
89. What have you NOT admitted out loud yet?
90. What's the problem in one sentence?
91. What's the problem in one word?
92. What do you NOT want me to ask you?

Making decisions and moving forward



93. What would you do if you didn't have to live with the consequences?
94. What is the EASY way forward here?
95. Which choice or decision are you avoiding?
96. Which decision moves you closer to your goals?
97. Which choice do you like best?
98. Which choice do you like least?
99. What would happen if you didn't make a choice?
100. How will this decision affect others in your life?