

## How to Stop Driving and Start Guiding

**Leaders – if you are serious about getting the most from your team, you have to STOP driving and START guiding.**

We have a problem with wanting to solve other people's problems! When we drive, our teams learn to come to us for solutions – and never learn how to solve problems on their own!



## The Baker's Dozen

### 13 Questions to Unlock Greater Team Performance

1. Where are you at?
2. What is working?
3. What isn't working?
4. Why do you feel it's not working?
5. What do you believe is missing?
6. What do you feel you need next?
7. What do you ultimately want in this situation? (Define it through SMART goals)
8. Why do you want that?
9. What are the major obstacles in the way?
10. What have you done so far to push through these obstacles?
11. What were your results with that?
12. What do you still need assistance with? They usually just need clarity and permission
13. What's the one thing you can do today to move forward?



**Great leadership must start with a focus on getting the best FOR our teams...not just FROM them.** That's why it's so critical to coach and guide our teams to solve their own problems.

Next time a team member approaches you with a problem, don't immediately share how you'd solve the challenge. Ask these thought-provoking questions to get their gears turning on how they can solve the problem for THEMSELVES. This helps them grow into more independent, confident, effective team members...and gives you more time to focus on solving bigger, more complex challenges.



### For more information:



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