

## What's Your Style of Asking Questions?

Analytical	Intuitive
Do you ask questions to help you find and fix what's <b>NOT</b> working?	Do you ask questions to understand and build upon what <b>IS</b> working?
Do you ask questions to get at the facts and analyze your options?	Do you ask questions to gain access to and follow your intuitive wisdom?
Do your questions leave people feeling depleted and resistant to change?	Do your questions leave people feeling energized and inspired to improve?

### Productivity Implications

Actions are inhibited by fear that weaknesses will be revealed	Actions are inspired by a commitment to find and capitalize on strengths
Depletion of energy reserves leads to a shortage view of life	Generation of surplus energy leads to an abundance view of life
Acquisitive and "get" oriented	Expansive and "give" oriented
Risk-averse and cautious about supporting new ideas	Open to taking risks and eager to support new ideas
Focusing on problems inadvertently leads to repeating past mistakes	Seeking an ideal stimulates people to create new and better alternatives
Prefer to maintain the status quo	Thrive in a changing environment
Use of fact-finding questions slowly depletes people's emotional energy	Use of feeling questions continually generates new energy in everyone
Hide behind policies and procedures	Work with policies and procedures
Work to avoid mistakes	Work to achieve results

### Observations:

- More than ninety percent of U.S. business communication is based on an analytical style of asking questions that actually reinforces resistance to change and does more to compound problems than to solve them.
- With its focus on identifying and building on strengths, an intuitive style of asking questions produces insights that have problems quickly solving themselves.
- The inviting nature of intuitive questions makes it much easier for everyone to surface difficult issues that block progress so they can be quickly and effectively resolved.
- Sharp gains in productivity occur when the thought leaders of an organization adopt an intuitive style of asking questions.

From the book, "Breaking the Rules—Removing the Obstacles to Effortless High Performance," by Kurt Wright—ISBN #0-9614383-3-9. To order individual copies, visit [amazon.com](http://amazon.com); for quantity discounts, call (800) 726-5880.