



SOPHIA ASSOCIATES

*Awakening Leadership Within*

# Asking the Right Question

Moving from Judging to Learning  
and Reactive to Creative using  
Inquiry

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# The Right Questions: moving from Judgment to Learning

- Whose fault is this?
- Who is to blame?
- How am I right?
- How can I control?
- How can this hurt me?
- Why is she/he so X?
- Why am I so X?
- Why bother?
- What happened?
- What are the facts?
- How can we prevent this from re-occurring?
- What am I responsible for?
- What are my choices?
- What is most useful?
- What do we need to achieve?
- What is she/he feeling and thinking?



# The Right Mindset

## From Judging to Learning

- ***Reactive Stance***
  - Judgmental, dismissive
  - Only one answer
  - Values knowing
  - Blame
  - Either/or thinking
  - Win/lose thinking
  - Defends own assumptions
  - Wants to be right
  - Protective
- ***Creative Stance***
  - Open, responsive, inclusive
  - Willing to value alternatives & options
  - Values learning
  - Both/and thinking
  - In service of greater good
  - Open to differences
  - Wants to understand
  - Curious



# Use a Creative Stance instead of a Reactive Stance

What is the possibility I/we want to create?

vs.

What do I/we want to avoid or fix?



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