



# 6 QUESTIONS FOR A COMPETITIVE EDGE



## OUR PROMISE

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If you would like to explore the design of the meeting with a Stop At Nothing consultant, please feel free to reach out to us at [information@stopatnothing.com](mailto:information@stopatnothing.com). Please know that we provide this exercise without any obligation. We are happy to offer this advice because it is consistent with our mission of allowing as many people and teams to work to their full potential and have a blast in the process.



## ADVANCE OF THE SESSION

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- 1. The senior leader should provide a work context for participants:**
  - The intention is to help the team perform more effectively, and to create cohesion and comraderie. *"Things don't need to be broken to still allow room for significant improvement."*
  - Trust is a foundation for effective teamwork and vulnerability creates trust. Refer people to the [Google research on psychological safety](#).
  - Let people know that this will take people out of their comfort zones and that the exercise requires courage. Being able to leave comfort zones is essential for individuals and teams to move beyond their current level of performance.
- 2. Send the questions to people ahead of time, ideally the end of the week before the session so people have a good chance to prepare.**
- 3. Although ideally in person, this will also work virtually.**



## BUILDING THE AGENDA

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- 1. You should devote sufficient time so people have 10 mins to provide their personal introduction and be prepared for it to go longer.**
- 2. Include a business topic to follow the introduction session.**



## DURING THE MEETING

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1. **Reiterate the intention of the exercise.**
  - Get everyone's commitment about confidentiality.
  - Nothing is to be shared with anyone that was not in the session.
2. **The most senior leader should go first and role model openness and vulnerability. Often people are waiting to see the level of sincerity before they take risks of personal disclosure.**
3. **Allow participants to volunteer before defaulting to choosing who goes next.**
4. **At the end of the introduction session, have people go around and individually share what they felt about the process and what difference it has made for themselves and the team.**
  - Devote time to discussing and agreeing some actions that the team can take to keep this level of trust and openness going.
  - The senior leader should provide genuine appreciation for participation and provide their personal commitment to continuing to operate with more openness and commit to prioritizing the action items the team agreed.



## WATCHOUTS

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1. **If there are high levels of mistrust amongst people, this exercise is not recommended.**
2. **The most senior leader must be committed to the process and willing to lead by example.**
3. **The team must invest at least half a day, be free from distractions, and not be involved in multi-tasking.**



## THE SIX QUESTIONS

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1. **What was the most formative moment?**
2. **Who was the most influential person in your life?**
3. **What was your greatest triumph?**
4. **What was your biggest disappointment?**
5. **How do you want to be remembered, what legacy do you want to leave?**
6. **What is your aspiration for this team?**