Thoughts create feelings, feelings drive behaviors. If we want to have new behaviors we need to have different thoughts. And that is easier said than done.

Researchers have discovered that in order to change our thoughts we need to change our questions. Change your questions, change your behaviors and you yield different results. Here is a list of Empowering Questions for you to start asking yourself and others. This is a short list and a living document. Add your own at the end.

These Empowering Questions are also an excellent way to enhance your leadership skills. Help your team develop critical thinking skills by asking them more questions and guiding them to the answer.

**Tips:**

- Add whatever pronoun works best. Insert “I”, “You”, or “We”.
- Go through this list and highlight 2 questions to add into your conversations each week. It will make a difference.
- You are not absolved. If you ask your team Empowering Questions, they get to ask it of you.

**Caution:**

- Only ask ‘why’ questions of yourself, not others. And then answer them. Stress is increased when you ask ‘why’ questions but they go unanswered.
What do you need to start doing?
What do you need to stop doing?
What do you need to change how you do it?
What can you do about that?
What about that makes it work?
What other choices can you make?
What’s another way to look at that?
How can you reframe that to help you move on?
What’s your next step?
Please remind me of how you were able to do that.
What did you learn from that?
What will you do the next time?
What works well?
What is really bothering you about this?
What do you think the main challenge is?
What is stopping you?
What do you want to experience?
How would you be able to live with that?
What would that cost you?
What do you need to do to get that done?
How can you find out more about that?
How do you think it will work out?
What does your intuition tell you?
Where do you believe that thought comes from?
Where will that lead?
What will you get out of that?
How much time will that take?
Give me another way to look at that.
What is your backup plan?
How can you make that more fun?
What are the benefits in that?
What is your game plan?
What about this is important to you?
What value is that to you?
How can that help you?
How will you feel if that happens?
How does that have meaning for you?
What if you do and what if you don’t?

How will you celebrate your victory?
What do you really mean by that?
What is the worst thing that could happen?
What is the best thing that could happen?
How do you feel about that?
How does that look/sound to you?
If that doesn’t work, what else could you do?
How does that idea sound to you?
How does that fit in to your plan?
What seems to confuse you?
What scares you about that?
What happened next?
If you were to change that a bit, what might occur?
What belief system are you coming from?
What limiting belief could be holding you back?
Where do you think the blind spot is?
How would trying that feel to you?
What do you think about that?
How do you feel about doing that again?
What are you tolerating?
Who are you when you do that?
How does or doesn’t that fit into who you really are?
How would that contribute to the world?
How does that idea fit in with your values?
How did that work for you before?
What really excites you about that?
What are you unwilling to tolerate any longer?
What keeps you going?
How are things worse?
What is it that you are really resisting?
What are you unwilling to give up?
What expectations do you have about that scenario?
What will happen if your expectations are not fulfilled?
Where are you limiting yourself?
How can you stretch yourself there?
When are you able to ‘bite the bullet’ to get things done?
What will recharge your batteries?
What about this is a need for you?
Where are you just settling?
What makes you laugh?
What do you need to do more of?
What do you need to do less of?
What about that fits into your purpose?
What part of that relates to your dream/goal?
What don’t you like about that idea?
What about that do you have to think that over?
What is holding you back from experiencing that?
What is draining your energy away from that goal?
Who in your life is distracting you from achieving that?
What would it take for that to happen?
If you could redo that, what would you do differently?
How will you demonstrate (that/your commitment, etc)?
How would you have to change your thinking in order to do that?
What about that makes a real statement for what you stand for?
When is there a gap between who you are and who you really know yourself to be?
If you had all the time, energy, and money to achieve your goal, what would you do?

Add your own questions below: