



Improving Team Culture

Using transformational questions

Transformational questions shift people's thinking in a positive way, inspire them to take on new challenges, and are a good way to get people engaged in a vision.

Here are some examples of questions that, if used at the right time and in the right way, can have a profound effect on transforming your team.

- What do we want our culture to be?
- What is the most powerful action we can take right now?
- How can we work with what is available?
- Where are we? Where do we need to go?
- What do we believe in?
- How does this fit with our purpose and vision?

Embedding transformational questions into your team meetings

- Try introducing a transformational question such as one of those above the next time you lead a team meeting.
- Give team members the necessary space and time to be reflective, which in turn improves decision-making capacity.
- Rather than the typical brainstorming approach, give everyone a few minutes to reflect individually, perhaps even encouraging them to move around or go for a walk.
- When the time is up, call them back to your meeting space and have them jot down their answer to the question at hand.
- Then, discuss their answers and develop a plan of action as a group.

This content was adapted from A Better Place To Work: Daily Practices That Transform Culture by Deborah Connors.