

## **QUESTIONS TO HELP CARPS BECOME MORE DOLPHINESQUE**

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- 1) It appears as if you are hesitant to take on more responsibility. If this is the case, why?
- 2) What can I do to help you be more effective, empowered, etc.?
- 3) I sense you do not always say what is really on your mind. If so, what needs to change for you to be more open? What are you afraid would happen if you were completely honest?
- 4) What are your professional hopes, dreams, etc. How can I help you reach them?
- 5) I believe you have some great ideas to help this organization. Could you head up a committee to improve employee morale, combat negativity and increase productivity?
- 6) Do you feel appreciated for all you do? If not, what would help you feel more appreciated?
- 7) What do you think would happen if you were happy all the time?
- 8) You appear to believe conflict should be avoided at all costs. Is this the case? If so, why? What is the cost to you of avoiding conflict?
- 9) Do you believe people ever use your niceness to get over on you? If so, what could you do to prevent this from happening?
- 10) What is your personal mission statement?
- 11) I sense you are ready to take on more of a leadership position within this organization. If so, how can I help you?
- 12) You often look to me for solutions to problems. What prevents you from trusting your own instincts? Could you come up with a couple of solutions on your own before you involve me?

