

# POWER TOOLS FOR POWER QUESTIONS

## Aspirational Questions

### **Business**

1. “Where will your future growth come from?”
2. “How do you think your current strategy is going to change, given...”  
(e.g., given any number of key events or trends)
3. “How will you decide whether or not to...”
4. “Going forward, what new or improved capabilities will you need in your leadership team in order to support your aspirations?”
5. “What organizational or operational capabilities do you need to strengthen in order to support your future strategy?”
6. “You’ve already reached some important milestones and accomplished an enormous amount. Where do you go from here in terms future improvements in performance?”
7. “What has made you successful so far? Will this change going forward, and if so, how?”
8. “If you had additional resources, which initiatives would you invest them in?”
9. “In order to achieve your aspirations, are there any significant aspects of your business that you will need to de-emphasize, or activities you should stop doing?”
10. “How do you think your organizational culture needs to evolve in the future?”
11. “As you think about the future of your business, what are you most excited about? What are you most worried about?”

### **Personal**

12. “How did you get your start?”
13. “Why do you do what you do?”
14. “What in your life has given you the greatest fulfillment?”
15. “What parts of your job do you wish you could spend more time on, and which things do you wish you could do less of?”
16. “What would you say is the greatest achievement in your life?”
17. “You’ve had such a rewarding and successful career...is there something else you’d like to accomplish? What other dreams do you have?”
18. “What would you like your leadership legacy to be when you move on from this job?”