**Nine Challenging Questions to Ask in Your Next Team Meeting**



You probably take your car in for an oil change every 3,000 to 5,000 miles.

While at the garage, a good mechanic will take that opportunity to perform an inspection on the major systems in your vehicle t while it is there…

That keeps you on the road and traveling safely.

And if you are smart, you go to the doctor every year or so for a wellness check-up to ensure your health is maintained.

When you are working with a team of people, though, it is likely that you have not invested time in gauging the status and perceptions of your group to ensure the team is functioning as well as it might…

Not everyone feels comfortable bringing up or asking questions that may bring issues to the forefront of your team meeting conversations, but they can be a powerful tool for identifying problems that may be lurking beneath the surface of your group interactions and sabotaging your overall productivity or success.

If you sweep problems under the rug, **eventually you are bound to trip over them**.

A refusal to acknowledge issues does not make them disappear.

So, as a leader, it is in your best interests to offer your people the opportunity to identify possible tough team issues that need to be addressed –

And the best way to draw out that information is by asking insightful and tough questions at your next team meeting.

Yes, you need to keep your team aware of important information.- but meetings should not be waterfall update sessions, where you simply share data that could have been sent in an email or posted on your team communication platform…

- Meetings are an opportunity to connect your people and build relationships.

- Meetings are an opportunity to clarify values by celebrating behaviors that demonstrate what is important for your team to succeed.

- And meetings are an opportunity to invite contribution from the people on your team to share their ideas and suggestions and concerns.



No matter how solid and clear your team plans or roles may be, you will find that, whenever people are involved, [culture trumps strategy](http://www.greatresultsteambuilding.net/culture-trumps-strategy) – and creating a culture where individuals and their perceptions or insights are valued will produce tremendous results.

So, every so often, it is beneficial to set aside time to collect valuable insights by asking a few questions and listening to understand the responses you get.

And when you ask them, don’t expect your people to reply immediately with comments that might cause conflict. Instead, explain that you will ask them to write down their thoughts anonymously.

Ask they write down their responses – maybe on a note card, you will collect the cards and read the comments out loud. Then, after hearing the comments, you will open the floor for discussion so you can clarify next steps and move forward more productively.

**Here is a list of nine challenging questions you can use to discover and address issues that may be growing, unknown, in your organization:**

**1. What could we do to make this a better work environment for everyone?**

**2. What am I doing as a leader that is making you job more difficult?**

**3. What is something that has gotten better since our last meeting?  Worse?**

**4. What is keeping us from keeping the main thing the main thing?**

**5. Who needs to communicate more clearly or frequently?**

**6. What is waiting around the corner that we need to prepare for?**

**7. What can we do differently that would delight our customers?**

**8. Why would somebody want to join this team?  or leave?**

**9. What do you feel is blocking your progress right now?**



Whether in-person or remotely, taking the time to introduce and discuss these questions as part of your next team meeting can lead to difficult conversations…

And difficult conversations accomplish a great deal more than polite and shallow ones. As a leader, it is your job to find and acknowledge issues that may adversely impact your team’s productivity.

These challenging team meeting questions are a terrific way to allow your people to share what may be bubbling under the surface and keep them from sabotaging your success by remaining unrecognized and unresolved.

If your team is experiencing personal conflicts or morale issues, you may want to consider a [business team building](http://www.greatresultsteambuilding.net/results-for-business) event to provide the time and opportunity to improve relationships and team communication

**SEAN’S SHORT BIO**

Sean Glaze is a speaker and author who works with organizations to develop Effective Leaders and Winning Teammates.

His programs and books have helped clients like Cisco, John Deere, and Emory University to increase team collaboration, boost productivity, and build more positive and profitable workplace cultures.

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