

KEY QUESTIONS FOR LEADERS AND FOLLOWERS

Directions

Answer the questions under each transition phase and put a **(?)** next to those that you want to explore further. *What type of leadership do you need from the organization, and what type of leader do your followers need to successfully navigate the transition?*

Phase One: Before the Transition

- What message did you hear first?
- What solution did you sell—or was sold to you?
- Are there any secondary effects (people, processes) that are holding you or others back?
- How can you see the change through others' eyes? What image represents the change?

Ending

- Of what do you need to let go and onto what can you hold? (Not an external thing, but your inner self—a dream, value or self-image.)
- What information do you crave? How do you or others want information to be delivered?

Neutral Zone

Resilient skills to move you forward:

- Control** What control do you have over your future?
- Understand** Do I and others understand your emotional needs?
- Support** What support do you need?
- Purpose** What value do you receive, bring and contribute?

- What specific task, outcomes and impact do you want your role to serve?
- What problems will it solve?
- With whom will you interface?
- What talents will you optimize?
- Experimentation—in what areas do you want to try something new?
- What do you need from your boss during this stage?

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New Beginning

- __ Can you describe how you contribute now in a one-minute speech?
- __ Can others describe how you contribute now?
- __ Is the message clear? Convincing? How is the tone?
- __ Who are your followers?
- __ Are you ahead of them? How far?
- __ Are some still seeing or keeping you in the past?
- __ What can you do to bridge the gap? (Remember the marathon.)
- __ Who else can help you bridge the gap—Nadia?
- __ What reserves are needed to optimize the outcomes?
- __ What reward or feedback do you need as you try out new behaviors?

Reflect

- __ How did I help, hinder or stall the transition process?
- __ What do you appreciate about what went well?
- __ What interfered (hijacked) you from moving through the phases?
- __ Imagine the best possible outcome a year from now, and describe a typical day.