



# QUESTIONS FOR EVERY HIGH PERFORMING TEAM TO ASK AND ANSWER

The critical conversations leaders have to make  
it to the top and stay there no matter what.

# How to use this

Leadership experts Warren Bennis and Burt Nanus explored the powerful idea that good leaders become great leaders by continuously learning new skills.

The same holds true for teams. We make the biggest difference by getting better together.

The ones that truly excel are those that are committed to constant growth and development.

Together.

This easily digestible video and workbook program will guide your team through answering Eight Critical Development Questions - all focused on helping you know exactly where we need to level up our beliefs, skills, knowledge and approaches as a team to be high-performing.

What new competencies must we build to tackle future challenges? How can we best acquire those capabilities together?

Having these conversations allows you to honestly assess the team's current strengths and development areas. You'll identify the precise skills to prioritise improvement and work out how you can grow into them.

Together.

Consistently revisiting these questions creates a culture of perpetual learning. It pushes you and your team to continually expand and refine your collective talents over time. As you master these conversations you'll see a cumulative ROI in culture, capability and performance. You will look back with pride at the remarkable progress you've made together.

No team remains successful by standing still. The highest-performing teams are relentlessly focused on sharpening their saws and evolving their capabilities.

Are you ready to instil a mindset of continuous improvement within your team?

The videos and this workbook can be your guide to truthfully asking and answering the best 8 questions I know and by doing that you are levelling up your team's performance.

Bring it on.

Rohan Dredge  
CEO - Pragmatic Thinking

#differencemakers



**Let's tackle the  
top 8 shall we?**

## Question One

# The Expectation Question

What's expected of us?

What then do we stop, stay or keep going?

## Question Two

# The Identity Question

Who do we need to BE as a Team right now?

What then do we stop, stay or keep going?

## Question Three

# The Behaviour Question

What do we need to do more of or less of that will keep us focused on being a high performing team?

What then do we stop, stay or keep going?

## Question Four

# The Engagement Question

How do we support each other while we are doing the work?

What then do we stop, stay or keep going?

## Question Five

# The Focus Question

What will we stop doing in order to be a high performing team?

What then do we stop, stay or keep going?

## Question Six

# The Celebration Question

What outcomes or results define success for us?

What then do we stop, stay or keep going?

## Question Seven

# The Correction Question

How will we give feedback to each other to stay on course?

What then do we stop, stay or keep going?

## Question Eight

# The Development Question

Where does our team need to develop and learn new mindsets and skillsets?

What then do we stop, stay or keep going?



What's expected of us?

1

Who do we need to BE as  
a Team right now?

2

What do we need to do more of or  
less of that will keep us focused on  
being a high performing team?

3

How do we support each other  
while we are doing the work?

4

What will we stop doing in order to  
be a high performing team?

5

What outcomes or results  
define success for us?

6

How will we give feedback to each  
other to stay on course?

7

Where does our team need  
to develop and learn new  
mindsets and skillsets?

8



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