

Good intentions aren't enough.
Get uncomfortable early.

Progress moves at the speed of trust.

What if . . . we all knew each other a little better? We know that teams who trust each other far outperform teams who don't. What's more, we know that when people's level of engagement and commitment increases - they're more likely to work productively, be creative and take calculated risk.

To do the work that needs to be done.

To level up and lead.

To be extraordinary.

What might be something about you that doesn't fit with how you think people see you?

If you could be seen by someone in order to have a really impactful or productive relationship, what would they see and why does that matter?

If you're looking at a project or idea, how do you imagine I might be able to contribute?

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What's the work you really want to do here?
What's the change you're seeking to make?

How do you need to show up in order to create
this impact?

Where's the risk or the fear in this for you?

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Have you ever set a challenge you knew you wouldn't achieve?

What would success look like for you?

What's the **real challenge** here for you?

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What do you do effortlessly that others admire?

What's the difference between someone who is good in your role, and someone who is outstanding?

Is there something that has shaped the way you uniquely look at the world in this area or job role?

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