

# STRENGTHEN INDIVIDUAL CAPACITY: RECOGNIZE, PROVOKE, AND CULTIVATE CAPACITY

## Questions and Statements

"[Some leaders] create genius around them and make everyone, staff and students alike, smarter and more capable." -Liz Wiseman, (2013)



### Recognize

"That's an interesting thought..."

"You've given this a lot of thought..."

"You've sparked my curiosity..."

"I noticed you said..."

"When you (name words or actions), it..."

"Wow, I've never thought of it in that way..."

"You seem passionate about this topic..."

"You really love to do this kind of work..."

"What are some things you love to contribute as a team member?"



### Provoke

"Tell us/ me more..."

"And what else?"

"Why?"

"How so?"

"What might we notice if...?"

"How have you seen this in our organization?"

"Describe that for us..."

"What questions has that brought up for you?"

"Because...?"

"And what's the next step?"

"Why do you think this is important?"



### Cultivate

"And what if...?"

"Who else might have similar thoughts?"

"How can you/ we...?"

"What would that look like?"

"What kind of research could we do on this idea?"

"Who might have differing thoughts/ beliefs?"

"What ideas can you put into place now?"

"When could we visit more about this?"

"Who could be the next person you reach out to about this? Why?"