



## Avoiding Leading Questions: A Leadership Communication Tool

Leading questions can unintentionally steer conversations toward a biased answer, reducing trust and limiting insight. This handout offers examples of common leading questions and neutral alternatives that foster open, productive dialogue.

Leading Question	Why It's a Problem	Better Alternative
Don't you think this approach makes the most sense?	Implies agreement is expected	How does this approach compare with others you've considered?
Wouldn't you agree this is the top priority?	Signals the answer you want to hear	What do you see as the most urgent priority right now?
Why haven't you fixed this yet?	Assumes fault or blame	What's been getting in the way of addressing this?
Isn't it obvious this isn't working?	Adds judgment and shuts down exploration	What signs are telling you this may not be working?
Wouldn't it be better to just restructure the team?	Presumes a solution without discovery	What options have you considered for addressing team dynamics?
Shouldn't leadership have handled this differently?	Loads the question with blame	How do you think leadership's response has impacted things?

### Coaching Tip:

Before you ask a question, ask yourself: "Am I trying to learn something new, or am I trying to get agreement?" If it's the latter, you may be leading. Shift to curiosity.

