Inquiry Prompts

- What's most important to you right now in this role?
- What would success look like—realistically and ideally?
- What's standing in the way?
- What should I understand that I may be missing?
- What's keeping you up at night about this?
- How would you describe success to someone outside this room?
- Where are we currently aligned—and where are we not?
- What assumptions might we be making that need to be tested?
- Who else needs to be part of this conversation?
- What's the real problem we're trying to solve here?
- What's something we haven't asked yet that we probably should?
- What's one assumption we're making that might not be true?
- What would wild success look like a year from now?
- What's most important to your stakeholders right now?

Ladder of Inference Visual

This visual represents the mental steps we take from observing data to taking action, often without realizing it. The exercise is meant to help participants 'climb down' this ladder before advocating their point of view.

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The Ladder of Inference is based on the work of Argyris and Schön. See C. Argyris, R. Putnam, and D. Smith. *Action Science: Concepts, Methods, and Skills for Research and Intervention*. San Francisco: Jossey Bass, 1985.