

# Kick Some Ask!

Hello,

Thank you for attending Kick Some Ask® - I'm really glad you did!

The training will focus on three steps to asking questions that matter. Your time is important and my goal is that you find this training time well spent.

If you have any questions, reach out. I would love to hear from you!

Take care and keep dancing,

*- amy*

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### **Connection**

Connection is the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.

Source: Dr. Brené Brown. Dare to Lead, 2018

### **Benefits of Great Questions**

1. Exchange of information.
2. Unlocks value in an organization.
3. Spurs learning and exchange of ideas.
4. Fuels innovation.
5. Improves performance.
6. Builds trust.
7. Mitigates risks by uncovering unforeseen pitfalls or hazards.

Source: How to Ask Great Questions, Harvard Business Review, May/June 2018

### **Stages of Psychological Safety**

1. Inclusion
2. Learner
3. Contributor
4. Challenger

Source: Clark, Timothy. The Four Stages of Psychological Safety, 2021

### **Rumble Language**

The story I make up  
I'm curious about  
Tell me more  
That's not my experience  
I'm wondering  
Help me understand  
Walk me through that  
What's your passion around this  
Tell me why this doesn't fit/work for you

Source: Dr. Brené Brown. Dare to Lead, 2018



### SCARF Model

**S - Status:** Our relative importance to others.

**C- Certainty:** Our ability to predict the future.

**A - Autonomy:** Our sense of control over events.

**R - Relatedness:** How safe we feel with others.

**F - Fairness:** How fair we perceive the exchanges between others to be.

Source: Dr. David Rock, [www.neuroleadership.com](http://www.neuroleadership.com)

Take the free assessment - <https://neuroleadership.com/research/tools/nli-scarf-assessment/>

## FACT™ Model

**Fluency** – How easy/hard is it to process incoming information?

**Amount** – How much information can we hold at any given moment?

**Coherence** – How does new info connect to existing knowledge?

**Time** – How much time does the brain need to process?

Source: Rock, Dr. David, SCARF - A Brain-based model for collaborating with and influencing others. <https://davidrock.net/publications>

### Commitment

I commit to...



# Sources

## Books

Bridges, W. (2017). *Managing Transitions: Making the Most of Change*

Brown, B. (2018). *Dare to Lead*

Clark, T (2021). *The 4 Stages of Psychological Safety*

Collins, J (2001). *Good to Great: Why some Companies Make the Leap and Others Don't*

Edmondson, A (2018). *The Fearless Organization - Creating Psychological Safety in the Workplace for learning, Growth and Innovation*

## Articles

3 Ways to Neutralize Resistance to Change, PROSCI, 2019  
<https://blog.prosci.com/3-ways-to-neutralize-resistance-to-change>

Bridges' Transition Model: Getting People Through Change, Mindtools. 2020  
<https://www.mindtools.com/pages/article/bridges-transition-model.htm>

Foster Psychological Safety in Teams, ReWork.  
<https://rework.withgoogle.com/guides/understanding-team-effectiveness/steps/foster-psychological-safety/>

Managing with the Brain in Mind, Dr. David Rock, 2009  
<https://www.strategy-business.com/article/09306?gko=9efb2>

The Surprising Power of Questions: How to Ask Great Questions, Harvard Business Review, 2018  
<https://hbr.org/2018/05/the-surprising-power-of-questions>

Why This Stage of the Pandemic is Making Us So Anxious, The Washington Post, 2021  
<https://www.washingtonpost.com/outlook/2021/08/11/pandemic-anxiety-psychology- delta/>

## Videos

Brené Brown on Empathy  
<https://www.youtube.com/watch?v=1Ewgu369Jw>

The SCARF Assessment by NeuroLeadership Institute  
<https://neuroleadership.com/research/tools/nli-scarf-assessment/>

# TRAINING

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