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.
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

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

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**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

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**Commitment**

I commit to....
Sources

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   https://blog.prosci.com/3-ways-to-neutralize-resistance-to-change

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Why This Stage of the Pandemic is Making Us So Anxious, The Washington Post, 2021

Videos

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The SCARF Assessment by NeuroLeadership Institute
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The Leneker Team specializes in helping leaders and teams work well together so they can accomplish their goals and be happier at work.

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