



5-Day IDEAL Leadership Challenge - Day 1

Example Questions

Observation

Effortless Excellence

- Where do they seem most competent, comfortable, and 'in their element'?
- Who always volunteers for the complex data analysis, and their spreadsheets are always perfectly organized and insightful?
- Who can diffuse a tense client situation with surprising ease and grace?

Energy & Engagement

- What tasks, discussions, or challenges make them light up, become deeply absorbed or talk with incredible passion and excitement?
- During a brainstorming session, who comes alive, offering idea after idea?
- Who stays late, not because they must, but because they're genuinely engrossed in a problem?

Instinctive Problem-Solving Approaches

- Do they instinctively seek connections and patterns (Strategic), break down complex issues logically (Analytical), rally others and get things moving (Activator), or dive into fixing intricate problems (Restorative)?
- When a new project comes up, who immediately starts building connections with stakeholders?
- Who immediately sees potential roadblocks and starts contingency planning?

Unique Contributions

- What distinct value do they consistently bring to the team or projects that others might not?
- What do colleagues praise them for, or what specific successes can be attributed uniquely to their approach or perspective?
- Who is the person everyone goes to when they need clarity on complex regulations?
- Who is the 'glue' that holds the team together during stressful times?

Rapid Learning & Improvement

- In which areas do they grasp new concepts or master new skills with remarkable speed and enthusiasm?
- Who quickly becomes proficient with new software or a new process with minimal instruction?



Brief, Insightful Conversation

Passion & Enthusiasm

- Tell me about a recent project you truly enjoyed working on, even if it was challenging. What part of it felt most rewarding or came most naturally to you?

Stories of Success & 'Wins'

- Could you walk me through a recent situation where you felt you had a significant impact or achieved something exceptional? What was going on, and how did you approach it?

Ease & Natural Aptitude

- What's something you find relatively simple to do that you've noticed others often struggle with? Or, what task do people typically come to you for help with?

Source of Energy

- Thinking about your typical workday or week, what kinds of tasks or interactions leave you feeling most energized and effective at the end of the day?