



THE QUESTION PIVOT

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Why should you
**CARE ABOUT
QUESTIONING?**



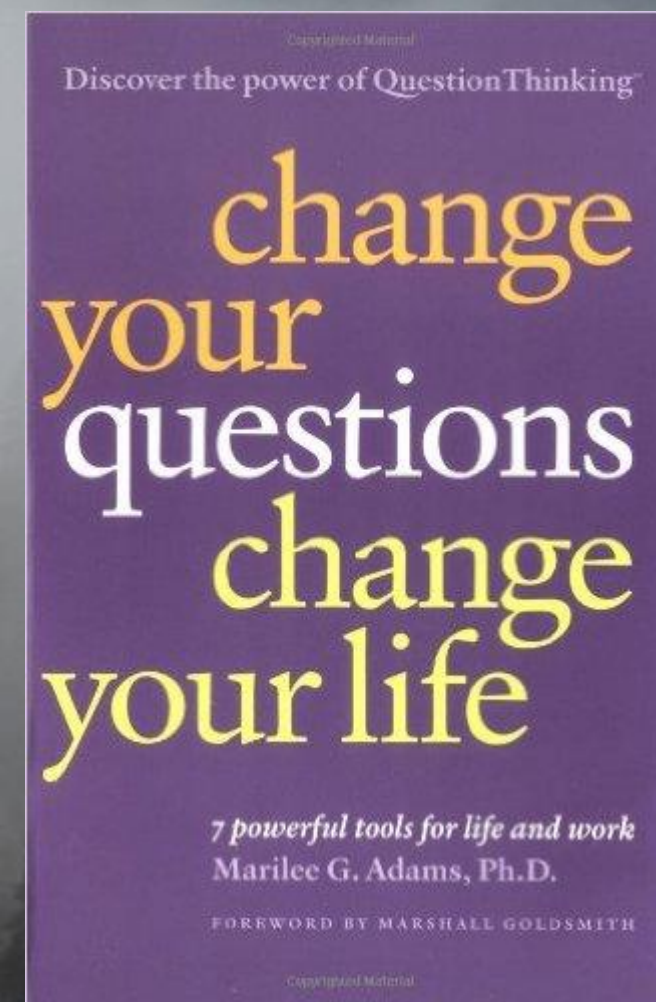


The average 4 year old asks 390 questions a day!

80%



Introducing our power guide:



MINDSET

Judger is more:

- Closed-minded
- Certain
- Critical
- Judgmental
- Inflexible
- Siloed
- Problem focused
- Blame oriented

Learner is more:

- Open-minded
- Curious & Creative
- Appreciative
- Accepting
- Flexible
- Collaborative
- Solution focused
- Responsibility oriented

RELATING

Judger is more:

- Win-Lose relating
- Dismissive, demeaning
- Listen with “Judger ears”
- Separates
- Conflict is destructive
- Seeks to “attack” or is defensive

Learner is more:

- Win-Win relating
- Discerning, accepting
- Listen with “Learner ears”
- Connects
- Conflict is constructive
- Seek to appreciate, resolve and create

Choice Map™

We choose moment by moment

Anything that impacts us at any moment
Thoughts Feelings Circumstances

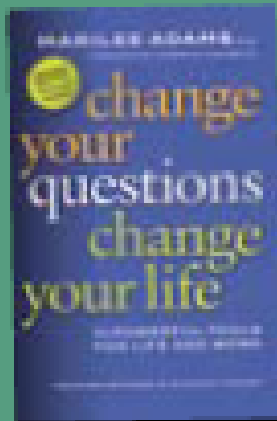
START

Choose

Learner Path

Judger Path

React



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JUDGER PIT

What are my choices?
What's best to do now?
What's possible?

LEARNER
• Thoughtful Choices
• Solution Focused
• Win-Win Relating

What assumptions am I making?
What can I learn?

What are they thinking, feeling, and wanting?
What am I responsible for?

What happened?
What do I want?
What are the facts?

Whose fault is it?

SWITCH
Ask Learner Questions to Avoid Judger Pit

Switching Lane

What's wrong with me?
What's wrong with them?

JUDGER
• Automatic Reactions
• Blame Focused
• Win-Lose Relation

Why am I such a failure?
Why are they so stupid?
Why bother?

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Let's take our map for a spin:

Our medical director comes in and slams the door to our office. "The phones are down! I've been calling for 20 mins and couldn't get through!"

Turn to your neighbor and start with Judger mode.

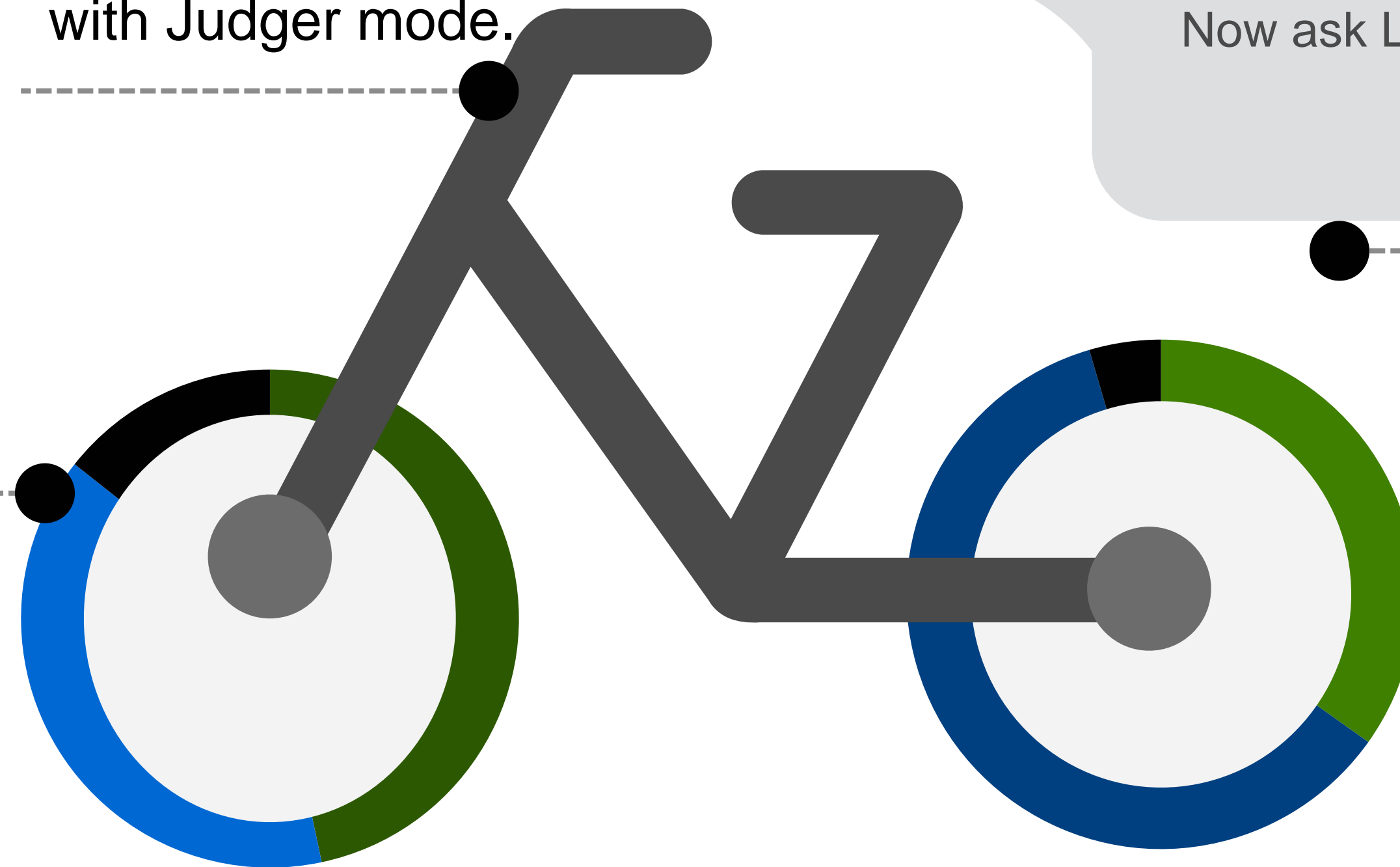
Now ask Learner questions

Go Judger


Ask the Judger questions and notice how you feel.

Go Learner

Ask the Learner questions and see if there is a shift.





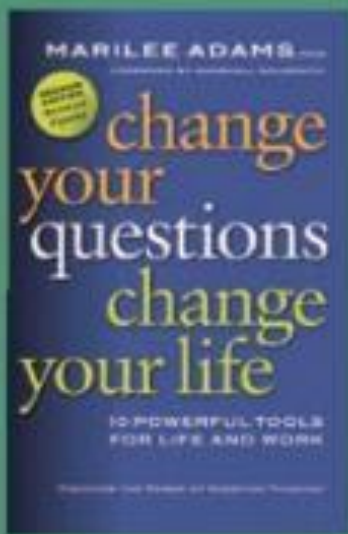
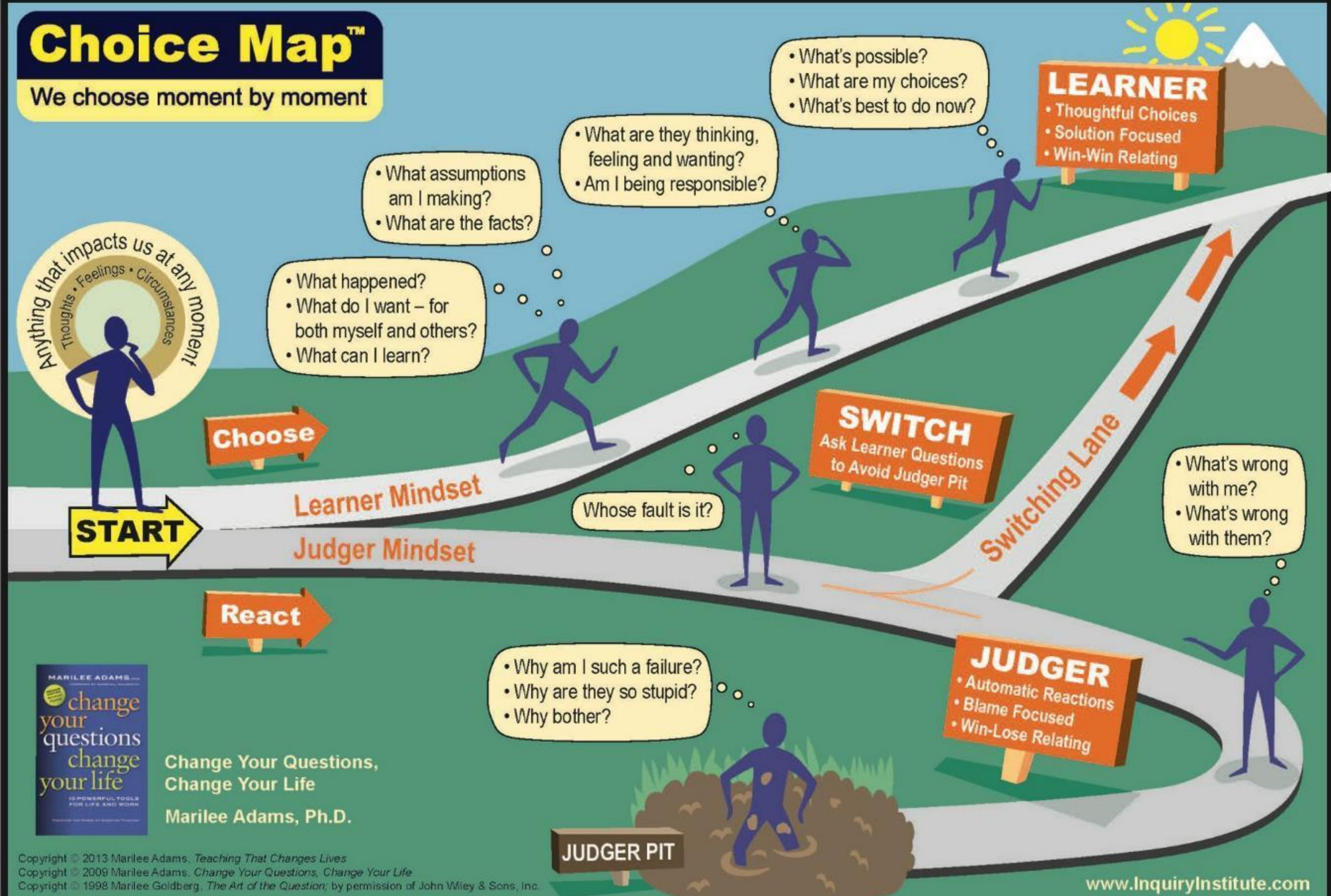


How about you show up to
an event more casual than
everyone else?

1st person Go Judger
2nd person Go Learner

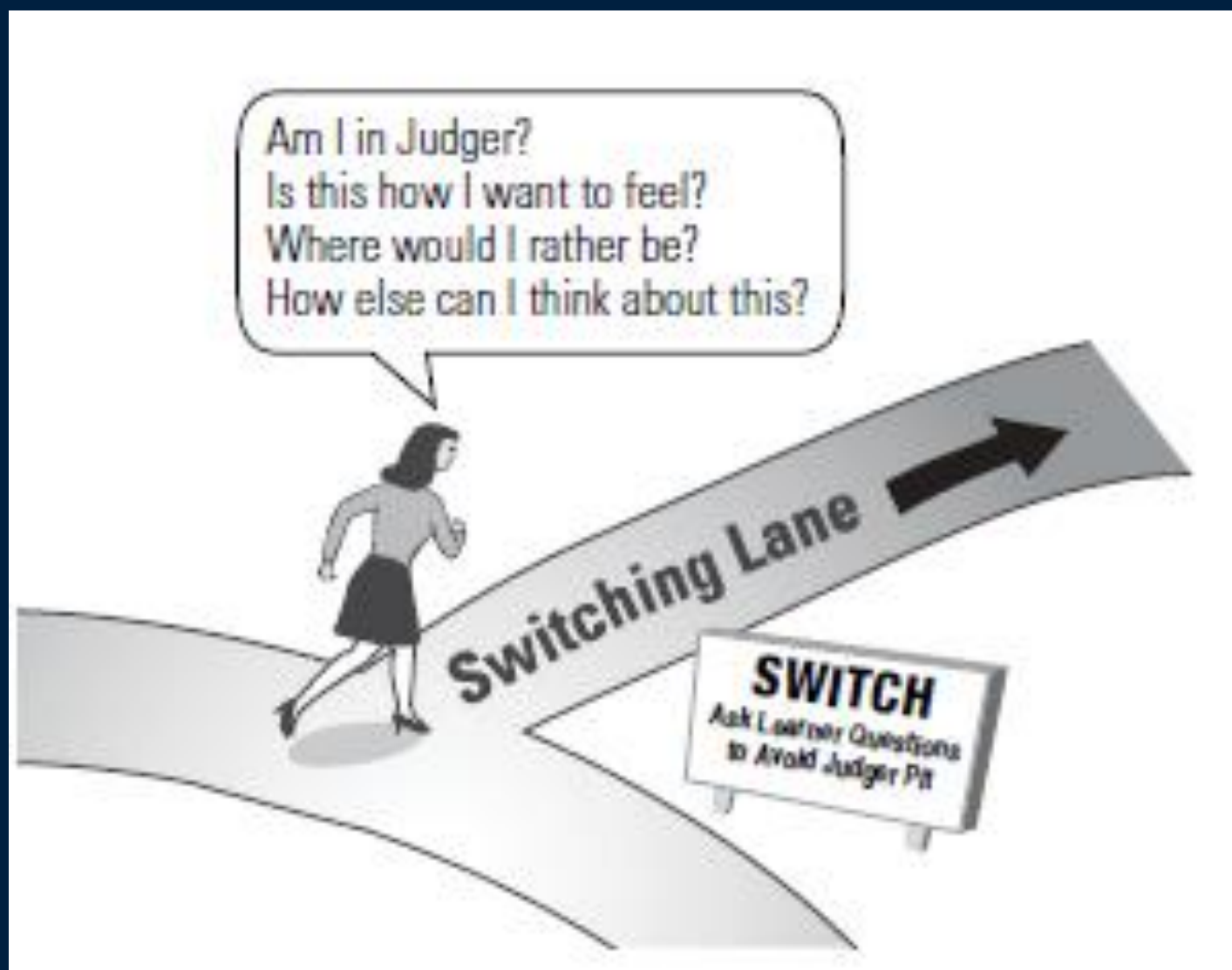
Choice Map™

We choose moment by moment



Change Your Questions,
Change Your Life
Marilee Adams, Ph.D.

The Switch



A

Am I in Judger? Is this working?

Awareness

B

Do I need to step back, pause, and gain perspective?

Breathe

C

What is really going on with me, others, and/or the situation?

Curiosity

D

What's my decision? What do I choose?

Decide

Switching

Awareness, Breathing, Curiosity, & Deciding

- Am I in Judger?
- Is this working?
- What are the facts?
- How else can I think about this?
- What's surprising about this?
- How can I get there?
- Is this what I want to feel?
- Is this what I want to be doing?



- What am I committed to right now?
- Is this the example I want to set for my children?
- In the big picture, how important is this?
- What humor can I find in this situation?
- NOW, what is my choice?

Learner Alliances





A More Beautiful Question

The power of inquiry to spark breakthrough ideas



Full Circle Story:

Over 2 decades ago at my 1st Ophthalmology meeting, which was here in New Orleans!



What is possible?

2.5 clap close, ready?



**Email me for a replay
link & resource list :)**

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