

The Importance and Impact of Questions

with Pia Lauritzen

The Power of Questions

Pia highlights the impact of questions in conversations and their potential to shape understanding and discovery. There is a dual nature of questions, noting that while they can foster connection and learning, they can also be used manipulatively if not approached with awareness. The importance of democratising the power of questions, allowing more individuals to ask and engage in discussions, rather than being relegated to mere respondents.

Top 3 Takeaways

Embrace Not Knowing Everything

It's about embracing the idea of not needing to know everything or answer every question. I often prepare extensively for meetings, worrying about unanswerable questions, which feels defensive. This realisation allows you to shift your mindset from simply being a responder while still preparing, leading to a sense of freedom.

Observing Questions You're Asked

Start noticing the types of questions asked of you, your team, your role, and your organisation. Recognising these patterns is essential because it helps you understand what the questions really mean. This change in perspective allows you to engage more thoughtfully instead of just giving quick answers.

Learn to Ask More Questions

One key idea from Pia's work is the importance of asking questions, taking a stance, and using those questions effectively. This encourages a focus on positive aspects and helps clarify responsibilities. Presenting the question upfront enhances understanding, and addressing the questions you wish had been asked can spark deeper discussions.

Learn More

Think



Think about what you're trying to understand and its impact. Is it positive, or does it have a manipulatively aspect?

Read



Read Pia's book - [Questions: Brief Books about Big Ideas.](#)



Act



In every meeting, aim to ask at least one question. If you're uncertain, remember that it's perfectly fine not to have all the answers and you can always follow up with someone after.



Try writing down questions where you usually focus on answers. The idea is to observe what people are asking and identify patterns.

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