

# The One Question that Changes How You Lead

**“What do you want me to do for you?”**

– Mark 10:51

A simple question leaders can ask in one-on-ones creates space for feedback, builds trust, and helps shape culture.

## Before Your Next One-on-One

Take a moment to think about the person sitting across from you:

- What might they be carrying that I haven't seen?
- Where might I be assuming instead of understanding?
- What hasn't been said that could improve clarity or trust?

## During the Conversation

Ask: “What can I do for you?” or “How can I help you?”

- Pause.
- Listen.
- Don't immediately solve.

## After the Conversation

- What did I learn? \_\_\_\_\_
- What needs clarity? \_\_\_\_\_
- What is one step I will take to support them this week? \_\_\_\_\_

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## REFLECTION FOR LEADERS

When you take time to ask questions and listen, people feel seen, trust grows, and alignment improves.

*“For even the Son of man came not to be ministered unto, but to minister, and to give his life a ransom for many.”*

– Mark 10:45