

**INFLUENCING
RESILIENCE
TIP SHEET**
#2

QUESTIONS



Leader Tool #2: Questions

We know from the Building Resilience Course that the brain has an automatic response to search for the answers to the questions that it receives. The questions we ask in life – of ourselves and of those around us – determines what our brain focuses on and strongly influences how we approach the difficulties that we face in life.

Consider the individual who asks themselves “Why did this happen to me?” compared to the individual who asks “What do I need to do to meet this challenge?”. We would suggest that the second individual is going to achieve a better result and show greater resilience in facing the challenge.

This means that a powerful tool that a leader has is the ability to ask others strategic questions that guide them to more helpful ways of thinking about particular challenges. Effective questioning will focus other's attention on what they can do about a challenge rather than focusing their energy on factors that were beyond their control.

This Leader Tool #2 – Questions Tip Sheet is designed to provide you with some examples of questions that you can ask others to influence a resilient response to change, challenge and adversity.

Questions to influence resilience

- ? *“It seems like a really challenging time for you. What have you been doing so far to cope as well as you have been?”*
- ? *“What strategies have worked well for you in the past to help you overcome difficulties?”*
- ? *“What is just one thing that you think you could do to change how you are feeling / your set of circumstances?”*
- ? *“I know this is a really hard time right now. What are the ways that this could be a learning or an opportunity for you?”*
- ? *“What resources and supports in your life can you call on to assist during this time?”*

If you or someone you know needs help contact **TIACS** on 0488 846 988 or your organisation’s Employee Assistance Program (EAP), your GP or call: **LifeLine** on 13 11 14, **Kids Helpline** on 1800 551 800, **MensLine Australia** on 1300 789 978 or the **Suicide Call Back Service** on 1300 659 467.