



Three Questions that strengthen collaboration

A leadership impulse for everyday practice

Strong collaboration does not come from more meetings or better presentations. It grows out of conversations that create clarity, trust, and shared responsibility.

The following three questions are not a performance tool. They are an invitation to dialogue.

When asked with intention, they noticeably change the quality of conversations.

1. What works well between us

This question focuses attention on what already supports collaboration. Not on individual performance, but on how people work together.

It highlights what carries the team and strengthens what is often taken for granted.

When to use:

At the beginning of a team conversation or after intense periods.

2. What is currently challenging us

This question opens space for tension before it settles in. It addresses situations, not individuals.

Not everything needs to be solved immediately. Often, being heard is enough.

When to use:

When friction is noticeable or change is approaching.

3. What do we need from one another

This question brings responsibility back into the team. It invites people to express needs clearly without turning them into demands.

Collaboration becomes concrete and actionable.

When to use:

At the end of a conversation or when clarifying shared expectations.

Application note

These questions do not work through speed.

They work through attitude.

Listen without interrupting.

Do not evaluate.

Summarize what you have understood.

Conversation culture does not emerge from methods.

It emerges from consistency in behavior.

Conversation Template

Team or context:

Date:

What works well between us

What is currently challenging us

What do we need from one another

Reflections after the conversation

*Strong conversations do not replace decisions.
They make decisions sustainable.*

Communication is leadership.