


## **Advanced Peer Advisory Techniques 2 Chat Record**

CHIEF

*In the chat*

What are some additional examples of angles that could be used for peer advisory?



### **Additional angles/lenses suggested by the group:**

- What keeps the stakeholder two levels up from you up at night?
- How would . . . A mentor think about or frame up this challenge? An athlete you admire? An admired world / historic leader? A favorite protagonist from a novel / movie / show?
- Lessons learned from the past
- I always ask people to go visit their “older wiser self” for wisdom...
- Short term/long term
- Future self
- Look through the risk lens, risks to reputation, reg violations, etc.
- TIME Perspective. What would XYZ be in 18 mos?
- Six thinking hats
- Your partner
- What would your 12-year old niece say, 85-year old grandmother, your mentor, your best friend?
- Children
- The various generations in the workplace
- Community impact (for non-profits especially), governmental impact
- Different desired outcome possibilities
- Competitors / What would your biggest competitor do in this situation/say?
- Mindset - what if you couldn't fail perspective?

- How would we think about this in 6 hrs, 6 days, 6 months, 6 years?
- From the point of view of someone they frequently disagree with
- Stakeholders could be extended to the community or family...
- Problem solving versus strategic
- Emotional intelligence
- Social impact, financial impact, political impact, etc.
- What would your saboteur/gremlin/limiting belief say?
- Investment lens (time, roi, priorities, etc.)
- Thinking about your own children or how you would have approached this as a child?
- Also for efficiency: challenge them to consider more 'rapid fire' perspectives. ie., try them on fast like a pair of shoes, take off, try the next one. Rapidly test out several perspectives.
- The Guide (or members) could even just lob different perspectives into the mix and then ask the member in the leadership seat to try on that hat for themselves... helping them to build the perspective "muscle" right in the moment.
- What advice would you give your child/niece/DR if she was facing this challenge?

CHIEF

## Some Powerful Questions

- What kind of leader do you want to be in this moment?
- What feels most urgent and what might be most important?
- If you looked at this through the eyes of your team (or customer, investor, etc.), what might you see differently?
- What needs to be true for you to move forward?
- What are the risks of doing nothing?

### **Additional powerful questions suggested by the group:**

- What would you do if you were fearless?
- What are your concerns?
- What does your intuition tell you?
- What does success look like to you?
- What does success look like for you in this situation?

- If you already knew the answer, what would it be?
- What are you holding onto?
- Where does your energy go?
- What's stopping you?
- What are you truly afraid of?
- What is the impact of not doing...?
- Assume you are where you want to be very successful --- what steps did you take to get here?
- What would a HIGH POTENTIAL Employee do differently?
- What is the cost of not taking action
- What are you pretending not to know?
- What would your future self, whether 1 year out, at the next milestone birthday, or far out in the future (even 90 year old, death bed self) advise or say to you?
- What wisdom would your older self give you?
- What would happen if you DID do x?
- What are you trying to avoid?
- What would the most brave version of yourself do in this situation?
- What are the benefits of doing nothing?
- What objections do you anticipate to your proposed course of action?
- How do you show up at your best? How do you show up at your worst?
- What is the most uncomfortable YES?
- I latch onto key words the member uses. i.e. "What IS. \_\_\_ pressure? risk? disruption? Define it first.
- Why does this matter to you?
- Is this true or is it a myth?
- If nothing was holding you back what would you try?
- What not being said that could be spoken?
- What are you thinking that you are not saying out loud?

---

**Additional resources/ideas offered in the chat by the group:**

- Sydney D. - This reminds me of "The Work" - Byron Katie!
- Rachel R. - Yes, love the tie to ORSC and Polarities vs. problems
- Evelyn R. - F Scott Fitzgerald Quote and Keats Negative Capability
- Natalie S. - It is really uncomfortable for leaders who like things to be "in control." We actually explored in one Core of control-compelled leaders the concept of "holding on" and "letting go" using polarities. They both hated it and loved it! 🤔
- Rachel R. - I also think of this as "Frame-storming" - brainstorming various frames. Can get creative and playful - and unlock innovative thinking.
- Sarah S. - A way to combine Wise Crowds with this is to do a version of "Question Storming" - super efficient variation