



UNIVERSITY OF NEBRASKA MEDICAL CENTER™  
**FACULTY DEVELOPMENT**

# Q CARDS

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Personal and professional  
discovery to unlock success.

**120**

QUESTIONS FOR GROWTH

Use these **Q CARDS** to perfect the art of asking questions to promote growth.

### Good questions are:

- ✓ Aimed at action
- ✓ Beneficial to the talent's future
- ✓ Open-ended
- ✓ Simple

### The purpose of questioning:

- ✓ Empowerment
- ✓ Motivation
- ✓ Challenge
- ✓ Reflection
- ✓ Restoration
- ✓ Curiosity
- ✓ Perspective shifts

### Questions start with:

- ✓ What...
- ✓ If...
- ✓ How...
- ✓ When...



# Self-Discovery

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1. What are my strengths/talents?
2. What makes me feel best when I am doing it?  
When do I feel I am my best self?
3. How/where do I want to grow next?
4. What am I willing to let go of to make this next step?
5. What energizes me?
6. What am I most fearful of?
7. Who/what has been the greatest influence in my life?
8. What unique advantages or skills do I bring to this situation?
9. What do I do that would be the hardest to live without?
10. What's the most difficult question I've ever been asked?



# Self-Discovery

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- 11.** How does this align with my character/values/future/goals?
- 12.** What would it take to love my Mondays?
- 13.** Why am I here, right here?
- 14.** What makes it all worthwhile to me?
- 15.** What's one question I need to ask myself?
- 16.** What am I prioritizing over my personal health?
- 17.** Which options are on the table?
- 18.** What is surprising?
- 19.** How would my colleagues describe me?
- 20.** What do I want?



# Self-Improvement

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21. What stands between me and where I want to go?
22. Where do I want to go from here?
23. How am I using my energy throughout the day?
24. What new experiences would keep me moving forward/excited/invested?
25. What do I want to create now/in my lifetime?
26. What's missing from my life right now?
27. How can I say no to the things I need to let go of right now?
28. What can I control?
29. Who/What is stopping me?
30. What will be lost if I let this go?



# Self-Improvement

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- 31.** What would I do differently if I could replay an event?
- 32.** What's the one thing I am avoiding that I know I should do?
- 33.** What do I know for sure?
- 34.** How can I quiet the imposter inside?
- 35.** Who could I ask for help/insight?
- 36.** What problem am I trying to solve?
- 37.** What is the last topic you explored?
- 38.** What resources will be needed to accomplish the next goal?
- 39.** What has given you the most pride?
- 40.** What will happen if nothing changes?



# Decision-Making

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- 41. How can I build space to consider and question my own decisions?
- 42. How will I uncover if my critical thinking has an agenda/bias/file/flaw?
- 43. What if this isn't a "yes or no" decision?
- 44. How can I integrate more information from more sources?
- 45. What would I try if I knew I could not fail?
- 46. How will I be judged on this decision? How would I explain this decision?
- 47. What will it take for me to get to the bottom of that?
- 48. What would have the greatest impact in this moment?
- 49. Which option will allow me to evolve with new information?
- 50. How are situations like this normally handled in this setting?



# Decision-Making

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- 51.** Who else should be involved in advancing this decision/plan/action?
- 52.** What other pressures might be influencing this decision?
- 53.** What evidence is there that a move must be made now?
- 54.** How can I minimize risks?
- 55.** What does this commitment look like from the human resource lens?
- 56.** How do I want to contribute?
- 57.** What challenges appear far too often?
- 58.** How should I navigate aspects of this plan that are not my strong suits?
- 59.** What relationships are needed to be successful?
- 60.** What deadline should be set for this plan/decision?





# Leadership

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61. What can we do to right this wrong?
62. Why has this challenge come at this time?
63. What is my personal/team efficacy related to the goals?
64. What patterns are there that lead to these ends?
65. What would happen to my view if it were aimed at the macro level instead of the micro lens?
66. How confident am I?
67. What assumptions are in play?
68. What is the cost of the least/most I can do?
69. How do I know what's really going on?
70. What time/energy am I spending on what's broken? What's working?



# Leadership

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- 71.** Where do I have the most impact? Where do I want to have the most impact?
- 72.** What would success look like?
- 73.** What's the intended & unintended impact of my work style?
- 74.** What is going on under the surface?
- 75.** What's getting in the way?
- 76.** What is the highest, best, use of my time?
- 77.** What will change if we are successful?
- 78.** What is one thing I can do that would make everything else easier?
- 79.** What progress/actions have bolstered our confidence so far?
- 80.** What pieces rely exclusively on me? On other people?



# Connection, Engagement & Teamwork

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81. How are you? How are you, really? Really, how are you?
82. What are the strengths of my team? What are our gaps?
83. What can be done to elevate fixed mindsets?
84. What's the most impactful 5% to contribute, if this situation is 95% someone else's issue?
85. What does it look like to I listen with my whole body?
86. How might my biases be creeping into my work?
87. What is one step toward a stronger partnership?
88. What is the most important thing for our team/relationship, right now?
89. How can I break the ice?
90. What makes it special to work together?



# Connection, Engagement & Teamwork

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91. What do we want to preserve about our culture as we grow?
92. What new habits should I/the team work on?
93. How are my work/personal relationships affecting everything else?
94. How can I become more aware of when habits are negatively impacting my team?
95. What is the impact for the team when I avoid this situation/decision/person?
96. If this team disappeared tomorrow, what would be missed?
97. How can I explain that I am bored/tired/frustrated/burned-out?
98. How can I navigate productive relationships with colleagues with different values?
99. How can I best leverage diverse ideas and people?



# Creativity

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- 100.** What's possible?
- 101.** How are we readying for the future of health care?
- 102.** Where did my creativity go?
- 103.** How much space and time will we need to dive into this problem?
- 104.** What unconventional processes/experiences/people could help me solve this problem?
- 105.** When is my prime time?
- 106.** How do I get "unstuck"?
- 107.** How do I reactivate motivation for the team?
- 108.** What is the missing link?
- 109.** How can I create time for creating not reacting?
- 110.** How can I break tradition and strategize more creatively?



# Creativity

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- 111.** What routines, meetings or systems are no longer needed?
- 112.** What one thing could we deliberately do differently to foster innovation/agility/flexibility?
- 113.** What language can I use to activate team members' dreaming/innovation/creativity?
- 114.** What does different look like?
- 115.** What language can I use that minimizes fear of failure?
- 116.** What do we do better than anyone else?
- 117.** How can we make the practice of inquiry valuable/productive/safe?
- 118.** How does a novice experience this?
- 119.** What can I substitute/combine/adapt/eliminate/reverse?
- 120.** How would a close friend or colleague describe my contributions/abilities/gifts?

