

# INQUIRE

explore the fear

Leader Asks:

Team Member Responds:

## 1. Uncover the Threat

**What is at risk for you here?**

*find the bad thing they  
don't want have happen*

*Openly disclose what  
you are afraid of*

## 2. Validate the Concern

**I understand why you don't want xxx  
to happen**

*share desire to protect them from this risk*

*Find a solution to  
navigate the risk*

## 3. Notice the Impact

**How does it feel to speak about this  
fear?**

*feel what it is like to experience this fear*

*Note what you have  
learned about this*

## 4. Implement New Approach

**How can we manage this risk and  
move forward?**

*make the threat easier to navigate*

*Engage the new  
solution*

When you are done, you've helped them feel safe by naming their risks and finding creative solutions to move forward.