

CPA Enabling Competencies: Teamwork and Leadership Questions

Teamwork and Leadership: the ability to work within, build, and lead teams. Competence in goal setting, planning and organization, collaboration, process management, empathy, flexibility, responding to feedback, and conflict management.

HOW TO ASK REALLY GOOD QUESTIONS delves deeper into the dynamics of the conversation and provide you with techniques that will help you move the conversation from social niceties to strategic conversations.

The real value of a mentoring conversation is to help your mentee with the quality of their thinking on issues that are important to them. To do this you need to be able to bring the “story” they have to life in a way that is meaningful to both of you, and for you to ask powerful questions that stimulate this thinking and shed a different light on the issue.

You may find this content is of greatest value to you when you sense that your mentee is tackling some challenging issues or you want to focus the conversation on experiences directly related to the Enabling Competencies.

The mentoring model:

What: A review, a re-wind, reflecting back on what has been happening

1. Describe your experience being on an assignment team/audit team/project team; being a team lead; first leadership role

So What: The process of achieving insight

1. How do you understand the needs of your colleague/client/manager?
2. What can you do to build trust with your colleague/client/manager?
3. What positive things can you identify in the other person?
4. How has your team determined collective norms and how have you agreed to hold each other accountable to those norms?
5. What is your contribution to what you are experiencing?
6. What do you need to contribute your best?
7. What would it take?
8. Leading others: what did you do today to help others perform at their best?
9. Leading others: what are you doing that gets in the way of individual or team performance?
10. Leading others: how do you provide feedback to your colleagues?

Now What: Mentee’s commitment to new actions, new behaviour, new way of seeing, doing, being

1. What are you taking away from our conversation today?
2. What will you do differently when faced with a similar situation the next time?