



Zest – Leadership for a future generation of leaders

Asset: Leadership Approach Discovery Questions

Focus	Question
Integrity	Do you readily admit to your mistakes?
	Do you support people to achieve their ambitions even though it will cause you extra work or loss of an employee?
	How would you act if you discovered someone stealing or defrauding your business?
	Would you stop unethical practice even if it meant losing business?
Self	What makes you angry or upset?
	What frustrates you at work?
	What gives you an incredible sense of achievement?
	What was your best day at work and why?
	What is important to you? (money, title, helping others, promotion, house, car)
	What do you worry about?
	Who inspires you and why?
	What are you passionate about?
	How do you learn and grow?
People	How do you support the growth of others?
	When did you last help someone without an expected return?
	How do you react when targets are missed by your team?

	How good are you at giving feedback?
	How transparent are you with your communications?
Impact	Do you deliver what you commit to?
	Do you achieve challenging targets and set targets for others?
	What do you want to be known for?
	What is your personal brand?
	What will your legacy be when you leave your current job?



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