IP BEST PRACTICES

# Telling vs. Asking

A best practice shared by InspiringPeople.

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# Telling vs. Asking

Asking people what they think should be done, instead of telling them, stimulates ownership and innovation.

## Key steps

Effective communication is questions meeting answers — but people tend to forget answers to questions they never actually asked themselves. Telling is the default management style; asking makes people start thinking for themselves.

Keep guiding your team on process — deadlines, budget — but experiment with asking the right questions instead of giving the answers, and watch what happens.

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