

# REFLECTIVE SHIFT QUESTIONS FOR YOU AND YOUR TEAM

## PROCESS, PROCEDURE RELATED AND CHALLENGING ASSUMPTION OF HOW WE WORK

- How has the virtual work environment shifted the connectivity, collaboration between functions, businesses?
- What are new rules, regulations that have been put in place?
- How have responsibilities changed? Any new tasks? Delegated or taken on?
- What has been initiated or what have your individuals or teams stopped doing as a result the pandemic work environment?
- How have your priorities of getting things done changed?
- What have you stopped doing during the pandemic that you now realize was no longer necessary?
- What have you started doing or what has emerged as being really important to do?

## COMMUNICATION

- How have you changed the way you communicate and share information one-one, to the entire team or community?
- Has the frequency, the way you communicate and who you communicate with changed at all?
- Has 'what' you communicate and share across teams, departments changed at all during the pandemic?
- How has your view on caring, intimate, compassionate communications shifted as a result of the 2020 working environment?
- What role does individual purpose and company purpose now have as a result of the pandemic?

## SKILLS AND NEW CAPABILITIES

- Have you identified new skills, behaviors, ways to use your time that your people should learn or be trained for?
- What strengths and weaknesses have emerged across the teams?
- How has the urgency of the pandemic helped you see and identify the people who are ready and capable to take on more leadership responsibility? How has the uncertainty helped you get more clarity on who may benefit from more coaching and mentoring?

## INNOVATION AND IDEAS

- What have you started doing, new products, programs, new ideas that have been inspired by the pandemic?
- Who has been an expected and unexpected resource on new ideas and improvements during the pandemic?
- How has the way to identify and assess good ideas, new ways of thinking, doing, behaving changed as a result of the remote working environment?

## PEOPLE AND COMMUNITY

- Who have you brought into the your personal or business community as a result of the pandemic?
- (new groups, partners, leaders, collaborators or organizations) Who will you continue to collaborate with moving forward?
- Has your 'in group' and 'out group' changed at all – those who are most influential to you, confidants, trusted advisors?
- Is your 'in group' diverse enough to give you the broader, holistic perspective that is needed today?
- How has the virtual working environment shifted the way we connect with our colleagues, superiors and teams?
- How has the level of engagement, inspiration, motivation changed over the past few months?
- How has there been a mental shift on the role of well-being and caring for the whole person at work?

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