



# Executive Commute with Jayson Krause

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## Episode 1 Resource

*The single best question you can ask the people in your organization to start the year is:*

**What would make this the *best year of your professional career?***

First of all, *why* ask this question?

#1: It's a shift from the transaction of business to the transformation of the *individual*

#2: It creates a frame for you to truly *develop and stretch* the individual

#3: It creates a frame for them to be an *active participant* in creating a fulfilling year

Consider sending the question in an email prior to getting face-to-face. If it is someone who prefers to reflect prior to deep discussions, it can make your interaction even more valuable.

Here's a sample message you can use that's similar to the one other leaders have sent:

*Hi [insert name],*

*I'd like to grab a coffee and have a conversation about the rest of the year in front of us. I know we spend a lot of time talking about the deliverables in the business, but what I'd really like to know is: what would make this the best year of your professional career?*

*Think about what you would create, learn and/or experience to clearly have the best year ever and then we can talk about how we can work together to make it happen.*

When you meet: *Get curious* about what they say and ask great follow-up questions to understand their vision more. Here are some examples:

- What would be different from last year?
- What would excite you the most?
- What would you be most proud of?
- What would you have achieved?
- What do you need to do differently to make this happen?
- How do you need to BE different to make this happen?
- What do you need me to start doing to help you create this?
- What do you need me to stop doing to help you create this?
- How will you make sure you are getting what you need?

Finally - **leadership is a practice**. This is one exercise that, through repetition, will only make you stronger. Identify the individuals on your team you will practice with and engage in that practice.

After you've tried this, let us know how it went. What worked, what didn't or what questions you have. You can leave us a message or voicemail at [executivecommute.com](http://executivecommute.com).