

Magic Wand Question Pre-Frame

Magic Wand Question

“Imagine you had a magic wand and you used it on your business. Overnight a miracle happens and when you come into work the next day, everything is exactly how you want it to be. What’s changed? What would you see, hear and feel in this new reality?”

Pre-frame for Values Elicitation

“As your manager, I want you to be really happy and fulfilled in your work, because it benefits me, you, the company and our customers. In order for me to help you be happy, it would really help if you told me what was important to you in your work so that I can help you have more of what you want and less of what you don’t want. I can’t promise I will be able to do all of this, but I do promise that I will do everything I realistically can within the business constraints to help you have more of what you want. Are you willing to do this? If so, there are some questions I’d like to ask you”
Here’s a series of questions to ask when setting goals.