

Presuming Positive Intent Practice

Coach Leaders offer positive intent when they ask questions based on a set of standards and expectations that have been clearly articulated and the core value of a positive belief in the other person. The questions in the left-hand column can be answered with a yes or no and may be received as if the questioner did not presume the best in the other person. Simple questions like these can shut down thinking and leave the person feeling disrespected. Contrast these with the reworded questions in the right-hand column, asking yourself how the questions in the right-hand column presume positive intent. Then, complete the rest of the right-hand column to practice forming questions presuming positive intent.

Why haven't you done what you were asked to do?	What were some of the obstacles you encountered that halted you?
Do you have any norms for your team?	How are your team norms supporting your conversations?
Have you had any experience working as part of a collaborative team?	What are you finding are some of the benefits of working as part of a collaborative team?
Did you have a fun vacation?	
Do you feel confident about your teachers this year?	
Can you try to get along with your classmates this year?	
Do you have a good way to do lesson plans?	
Can you tell me what the assignment was? (to the teacher)	
Did you finish your report?	
Have you thought about what your goals will be this year?	
Are you listening to me?	
Why can't you pay attention?	
Why aren't you working harder?	