

*What is the problem?*



*How long will you allow this problem to continue?*



*What do you think the reason is for their course of action?*



*What are the team members doing?*



*Is it possible to speak with them about which concrete areas of responsibility they are willing to commit to?*



*Let's presume their actions make sense for them - and it is not a sign of laziness - what do you think they are trying to tell you?*



*In what way is this a problem for you?*



*Do you think the team would take on more responsibility if you gave fewer instructions?*



*What do you think the team believe is the solution to this problem?*



*Is this happening in specific situations?*



*We have been talking about different possible solutions. What are the concrete actions you can put in place next?*



*Let's imagine you have solved this problem in a good way - what is characterizing the solution?*



*What would you do in a situation like that?*



*What do you think the team members' opinions are in situations like these?*



*If the team started taking on more responsibility, what actions would they perform? What would those actions enable you to do?*

