

# FIVE QUESTION FRAMEWORK (5QF)

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When assessing situations/weighing up a team it can be useful to use the 5QF method. This can be used for 1-2-1s, in a team or even in a light touch strategy session. People are usually expecting you to go to the negatives of what's not working, but by starting with the positives and never actually saying what's not working (but identifying those through the gap question instead) it sets a good precedent that your approach is to look for the positives first. Particularly useful when dealing with 'the negs' in the team, who would possibly be quite surprised and be disarmed straight away in a good way.

The 5 questions are:

- 1 What's working?
- 2 What would your ideal be?
- 3 What are the gaps between where we are now and where we want to be?  
What are our options?
- 4 What resources and support do we need to get there?
- 5

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