

# HELPING or HURTING: Powerful questions to consider



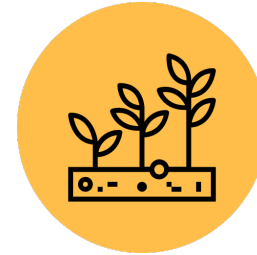
Have you been invited?

You spot a "problem" and are anxious to jump in and solve it. Take a pause and ask yourself, "Have I been invited into this situation?" The answer to this question is a great place to seek clarity on whether or not your help is needed (or wanted).



What's your motivation?

Dig a little deeper here. On the surface it may be easy to say, "I just want to make this situation better." But is there more to it? Does helping somehow boost your image? Make you feel more valuable? More important?



What will create growth?

This is the multiplier question. Will allowing someone else the opportunity to solve, work or develop on their own actually create a bigger impact and greater learning? If you give this space instead of rushing in, what might be possible? Could there be learning even if it fails?



Is there a shared desired outcome?

Are the goals clear to everyone involved? Are the expectations agreed upon by all parties? Knowing the answers to these questions will be useful in filtering whether you're helping to achieve the goal or working towards your own desired outcomes.