

“Dumb Questions”

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“**Dumb Questions**” are only those questions we are embarrassed to ask.

The problem is not the question. It is the self-consciousness felt by the questioner. And that is usually the result of the poor leadership skills displayed by the person in charge.

Followers must feel secure in asking their leader ANY QUESTION AT ANY TIME. When leaders create environments that retard the asking of questions, the group being led is usually doomed to failure. Folks who use fear tactics as the primary management style almost always have this sort of problem and, over time, almost always fail. This is so because:

1. Top performers won't stand still for this management style. They will jump ship as soon as another employment opportunity can be secured.
2. Mid-range performers will clam up, stay as far away from the leader as possible, forewarn the leader of nothing (hoping for incidents of leader embarrassment to occur) and generally 'hide out' until they also can find another employment opportunity or the leader 'moves on'.
3. Low-level performers can't find comparable positions elsewhere and usually aren't willing to voluntarily work for less pay; can't routinely get the job done; are willing to hang around taking the verbal abuse; and don't enhance the group's performance anyway.

Whenever it's heard that a group of folks are afraid to ask what may be viewed as a “**Dumb Question**”, you can be relatively sure it's a group wallowing in or headed for failure.