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THE NEXTIONS IMPACT

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Questions vs. Answers

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*“I would rather have questions that can't be answered
than answers that can't be questioned.”
-Richard Feynman*

The complex field of diversity and inclusion can be a vexing one in which the pressure to have better outcomes is persistent while the pathways to those outcomes are difficult to discern. There is a relentless search for answers, but often, *the best answers are actually questions.*

We know the power of questions as children, and we ask about everything from why the sky is blue to why chickens can't fly, but our question-asking hits its high point around the age of 4, and our curiosity about the world around us

in diversity and inclusion, we have to unlearn the lesson of prioritizing answers and embrace the power in asking questions.

In many professions and workplaces, the answers one has become the currency through which expertise is conferred, intelligence is attributed, and leadership is assigned. But, it doesn't work that way in diversity and inclusion where change is the only constant and it is impossible to know all the answers. In diversity and inclusion, questions are the true currency because the truth lies in multiple answers simultaneously, and the answers are always changing.



organizations. Just remember that the goal of asking these questions is to generate ideas about all possible answers, not a singular right answer.

- What are we trying to do? How will we know when it's done? Will it hurt if we don't do it? How will it feel when it's done?
- Where are we trying to go? How will we know if we are going forward? How will we know if we are going backward? How will we know if we are aren't moving at all?
- What is another way to look at this? How would people in 1900 have looked at this vs. people in 2000 and why?
- Why are we doing this? Why are we really doing this?
- Who decided that this is what we should do? Who will get into trouble if we don't do this? Who will be checking on us to make sure we are doing this right?
- Where are we on this journey? When did the journey begin? Does the journey have a destination? Has the journey changed since we started and if so, how?
- Who else should be a part of this conversation and why?
- Who shouldn't be a part of this conversation and why?

We have seen apathy turn into engagement and frustration turned into motivated action when leaders lead with questions instead of answers in diversity and inclusion.

As the saying goes, none of us is as smart as all of us. Answers tell us how smart each of us is, but questions help us see how smart we are together.

Mahalo!

The Nextions Team



THE NEXTIONS MISSION

We are a team of inspired authentic people who see with imagination, create with courage, serve with integrity, and lead with passion. We believe that by changing the way individuals think, work, and lead, we can change the world...for good. We work for that change every day by living Our Fundamentals in every interaction with each other and all those we have the privilege of serving.

OUR FUNDAMENTALS

Joy

we approach our work with joy every day with the commitment that joy requires passion for what we do, gratitude for our ability to do it, and a positive attitude for how we do it.

Excellence

we pay attention to every detail in our environment, our actions and our work with the commitment that no detail is too small to matter.

Kindness

going on around us.

Kaizen

we continuously improve our environment, our actions and our work with the commitment that we can always do it better.

Kairos

we seize every moment as an opportunity to solve a problem with the commitment that we work to solve problems, not execute tasks.

Leadership

we lead with innovation in our ideas, our service and our actions with the commitment that leadership requires imagination, courage, and integrity.



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