



PUGH SYSTEMS • FREE DECK

THE PUGH QUESTIONS

Questions that get past small talk.

Four sets, one for each letter of PUGH: People, Understanding, Growth, Honestly. Start at the top of a set and go only as deep as the moment allows. Use them over coffee, in a car ride, with a team, or at your own kitchen table.

ASK ONE

Pick a single question. A list of five feels like an interview.

THEN WAIT

Let the silence sit. The real answer usually comes second.

SAY "TELL ME MORE"

Don't fix, don't top their story. Follow up, then thank them.

P PEOPLE

Openers. Easy to answer, hard to forget.

- 01 What are you learning right now?

- 02 What's your dream, if money and fear weren't in the way?

- 03 Give me the Netflix description of the season of life you're in.

- 04 If you had a full free day, how would you spend it?

- 05 What made you laugh today? What was the hardest part of today?
Better than "how was your day?"

- 06 Are you working on anything exciting right now?

- 07 What have you read that I should read?

- 08 Where do you feel most alive?

- 09 What's your personal definition of success?

- 10 What's your favorite thing you own, and where did it come from?

U UNDERSTANDING

For listening past the first answer.

01 What's on your mind the most these days?

02 Tell me more.

The most useful follow-up there is.

03 What's the real problem here?

04 Why?

Ask it three times, gently, to reach the real answer.

05 If I were in your shoes, I might be worried about this. Is that close?

06 When do you feel most seen or heard?

07 Where do you feel misunderstood?

08 When have you felt the most cared for?

09 What pattern in your life keeps repeating?

10 What am I missing?

The key question for any hard conversation.

G GROWTH

For mentors, teams and anyone building something.

- 01 What's the greatest lesson you've learned so far?
 - 02 How has failure shaped you?
 - 03 What do you avoid because you're afraid of failing? What do you avoid because you're afraid of succeeding?
 - 04 What are your non-negotiable habits?
 - 05 Start, stop, continue: what's one of each for you this month?
 - 06 What kind of leader do you want to be?
 - 07 What do you want your life to be about in ten years?
 - 08 What has God been teaching you about yourself lately? About himself?
 - 09 This week, how did you feed your soul? How did you feed others? How did you feed what you're trying to starve?
 - 10 How can I add value to what you're working on?
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H HONESTLY

The deep end. Earn these with trust first.

- 01 What do you keep trying to prove?

- 02 What criticism hurts because it might be true?

- 03 Who are you when no one's watching?

- 04 What are you most afraid people will find out about you?

- 05 What do you want people to feel after they spend time with you?

- 06 Looking back, what would you do differently?

- 07 What's one sentence you hope is true of you at the end of your life?

- 08 What are three things I do that help you, and one thing I could do better?

- 09 How can I be praying for you?
Then pray right there.

- 10 How can I help?



ONE MORE QUESTION.

*Who in your life hasn't been asked a real
question in a long time?*

Send them one of these this week. Then come back for the
Monthly Read: one hard question a month, the countercultural
way Jesus answers it, and one thing to try.

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