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Cute flirty questions to ask your boyfriend

Harvey Harrison and Carl Bressler are two top cyberagents. At the Jim Preminger Agency in Los Angeles, Harrison represents high-profile clients such as Myst creators Rand and Robyn Miller. Bressler, president of Santa Monica-based Montana Artists, has been representing digital artists for three years.We asked these two professional negotiators what questions businesspeople should ask themselves before trying to negotiate a piece of the action.1. How valuable are you — really? “Many people go after equity without analyzing why they deserve it,” says Bressler. “There are people who are brought into companies simply to do a job. You have to ask yourself, Am I a ‘tent pole’ — one of the people holding the company up?”2. How can you put yourself in play? “There should be more demand for you than there is ‘you’ to go around,” says Harrison. “Design your approach to work to stimulate competition. If you worked for Company A before, and Company B is equally attractive, work there next. Then start looking for Company C. At the end, all three companies are going to want you back. You’ve just put yourself into an auction.”3. What risks are you willing to take? “If you believe you’re an overachiever, act that way,” says Bressler. “Ask for less up front and build in rewards at agreed-upon milestones. One of my clients got an offer from a company that he thought was low. So he offered a different deal: If I take sales from \$1 million to \$10 million in two years, you give me double what you offered. If I don’t, I get nothing. That took guts. But he did it.”4. How thorough are you prepared to be? “You have to carefully assess the competitive environment,” says Harrison. “Look around, shop around, and don’t make a mistake. Then, once you choose a company, read every word of your contract, all the way to the end. You’ve got to think in business terms and put in the time.” “Effective leaders ask questions instead of giving orders,” wrote Dale Carnegie nearly 80 years ago in his iconic book How to Win Friends and Influence People, but too few of today’s bosses are following his advice.“Leaders are expected to be decisive, bold, charismatic and visionary—they’re expected to know all the answers before others have thought of the questions,” writes Michael J. Marquardt in his book Leading with Questions: How Leaders Find the Right Solutions by Knowing What to Ask. Instead of thinking of questions as a sign of weakness, Krista Brookman, vice president of the Inclusive Leadership Initiative at Catalyst, a nonprofit organization that seeks to expand opportunities for women and business, says leaders should consider questions to be a way to open doors and start important conversations.“Good questions create good dialogue,” she says. “Questions allow leaders to connect with employees and better understand what’s going on with that individual. Ultimately asking questions makes you a better leader.”But there’s a right way and a wrong way to ask. Here are five things to consider when phrasing your questions:1. Questions Should EmpowerToo often questions sound like accusations, putting the emphasis on the reasons why the person did not succeed. This form of inquiry puts the person in defensive mode and can change their answers.“By asking disempowering questions, the leader closes the gateway to identifying paths to success,” writes Marquardt. In comparison, empowering questions draw out optimum performance and create high-energy, high-trust environments.Instead of asking “Why are you behind schedule?” Marquardt suggests asking, “How do you feel about the project thus far?” This allows the person a safer space to share information without feeling directly at fault.2. Questions Should Create InclusivenessSome situations result from biased perspectives, and Brookman says leaders can expand everyone’s thinking by first asking a question that seeks a connection.“Have you ever” questions can be effective,” she says. “For example, ‘Have you ever been the only person in the room of a particular race or gender?’ Asking this question creates awareness and helps the person reconsider how they perceive the actions of others.”The most common mistake leaders can make is not asking a question because they think they already know the answer, says Brookman, but it’s important to first get behind the assumptions you’re making about individuals.“A leader might think that if an employee has children, he or she won’t be willing to take an international assignment,” she says. “Good leaders go in with an open mind and ask questions to gain better understanding, otherwise they’re unintentionally holding someone back.”4. Questions Should Cause The Person To StretchOpen-ended questions encourage the person being asked to expand on ideas and explore what is important to them or what is comfortable to reveal, writes Marquardt. For example, instead of asking “Do you agree with this decision?” ask “What do you think about ...?” or “What do you want to do next?”To be effective, “why” needs to be asked at least three times because the first answer won’t dig deep enough.Open-ended questions show respect for the views of others because they don’t lead people to a certain type of answer. Marquardt says some leaders are uncomfortable asking open-ended questions because control goes to the person being asked, but the technique goes a long way to building rapport and increasing understanding.If your company keeps rubbing up against the same kinds of problems, you need to rethink your questions, says Brookman.“Asking the same questions in the same way will get you the same answers,” she says. “Instead of asking ‘What can women do at our company to get ahead?’ for example, rephrase it and ask ‘What are we going to do to make it possible?’”“Why” questions will also challenge the status quo, says Marquardt. To be effective, “why” needs to be asked at least three times because the first answer won’t dig deep enough. The process is a variant of cause-and-effect thinking, and through a series of “whys” the questioner can drill down to a specific level.“As organizations think about what they need to do to make changes, they need to look for the questions that will make the big difference,” says Brookman. “The right questions will empower everyone to think in new ways.” A strong brand needs to talk to its customers—whether it’s through a feedback form, over the phone to provide customer support, or in person at a retail store. One common question asked of customers by businesses is, “How did you hear about us?” In itself, this might be a simple query, but misplacing it in conversation can spoil a customers’ overall experience.“How you ask is everything,” reads the landing page of Typeform, a SaaS company that allows users to create conversational surveys and forms (and one that I currently consult for). It’s common for organizations to ask their clients and users how they heard about them, their event, or their product. They want to know if their marketing is working.But what’s the right way to ask this question? To get a useful answer, it’s crucial to ask at the right place in the interaction, and in the right way. We can’t just ask. The fact that people say things like, “I hate to ask, but....” “Don’t hesitate to ask,” or “Just ask!” tells us that asking for things is more complicated than we think.We can learn about effective ways of asking questions by examining real talk “in the wild” to see how people actually do it, and the impact that different ways of asking have on the conversation. This is what I did when I analyzed calls from customers to a double-glazing sales company. Callers wanted new doors or windows, and, generally, salespeople asked them lots of questions about what type of windows, what size, what color and how many, before taking the caller’s name and address to make an appointment. But in the conversation below, the salesperson asks the “how did you hear about us” question before eliciting the customer’s requirements.01 W: Good morning, Doors and Windows, 02 C: Hello, um do you uh do windows, do 03 you uh install them. 04 W: We do. Yeh? 05 C: Yeh, uh, I-I couldn’t get a quote could I. 06 Um, 07 W: Yeah, 08 C: For my house, 09 W: Yeah. Is it t- to obviously supply and install 10 the windows. 11 C: Yeah supply and install yeah. 12 W: Okay, and uh how did you hear about us? 13 (1.9) 14 C: Uh I’ve just- looked it up on the internet. 15 (0.5) 16 W: Okay, uh w- what sort of windows were you thinking 17 of Everything runs pretty smoothly until line 12 when the salesperson asks “How did you hear about us?” A silence of almost two seconds opens up. This long gap is our evidence that the question has caused some friction in the call. When a conversation is running smoothly, the gaps between turns are usually minimal-200 milliseconds, or less. The customer does eventually reply, but the delay in responding, coupled with the “uh” at the start of their turn, reveals the temporary suspension of progress toward the overall conversational goal.Problem one-locationIn this case, there were two obvious problems with the question. The first problem is its, location—when should the salesperson ask this question? It’s probably clear to you that such “marketing” questions should come toward the end of a conversation (or online form), once you’ve dealt with all of the customer’s business. In the example above, the salesperson asks how the customer heard about them before asking much more relevant questions about what type of windows the caller prefers, and about other things relevant to progressing the purpose of the call. Sometimes people spot their own location errors, and attempt to fix them by saying things like, “Oh, sorry, I forgot to ask you earlier...”Other common location errors include asking for people’s names at the start of an encounter, rather than focus on their reason for calling. In many types of service encounters, asking for a potential customer’s name before they’ve made their reason for calling clear will lead to resistance, because callers want to know about the service being provided before giving their name and other contact details.Problem two—entitlementThe second problem is one of entitlement. The (potential) customer is not obliged to answer, “How did you hear about us?” In fact, they would be doing the double-glazing company a favor to supply such information. A better way to ask is to start with a preface (e.g., “Just before you go”) and reduce the entitlement of the request (e.g., “Would you mind telling us...?”). Asking marketing questions at the end of a conversation reduces the potential friction of asking in the first place.A few years ago, the phrase “check your privilege” went viral. Roughly speaking, it is a way of reminding someone that they should consider the position they speak from. You can apply the same principle to conversations, except it’s about checking your entitlement. When you make a request, think about how entitled you are to make it. How much effort will it take for the other person to fulfill it? How important is it? Design your request with these contingencies in mind. “Can I have...?” “I need...,” “Give me...,” “I was just wondering...,” “Have you got,” “I want....,” “Would it be possible to...,” “If you use the same request every time, you’re probably not a good conversationalist.We are all searching for frictionless ways to have conversations and interactions. Keeping in mind each of these rules can help us navigate more effective encounters—no matter who, when, or how we are making them happen.Elizabeth Stokoe is a consultant at Typeform and Professor of Social Interaction at Loughborough University. She is the author of Talk: The Science of Conversation, published by Little, Brown (2018). View in English | Ver en Español Glossary of Terms in English What is the research about and why is it being done? What do researchers hope to learn and who might benefit from it? Who is funding the study? Who has reviewed and approved the study? Who is being asked to volunteer to be in the study? Why are you, specifically, being asked to participate? When is the study expected to be completed? How will the findings of the research be shared and would you be informed personally? What kind of study is this? Is it a clinical trial? How many groups (or arms) are there? Is assignment to groups randomized, or could you choose? Will any of the groups receive a placebo or an inactive treatment? What would you have to do? What kind of medications, procedures, or tests would you have? Will you have to go anywhere to participate in the study? Will the study involve a novel or untested intervention that is considered experimental? Would you be told if you are given the intervention being tested? How long would your participation last? Would you be given the results of any study tests or procedures that are done? If you have a disease or condition that is being studied in the research and you choose not to participate, what treatments or procedures are available to you? Would you still have access to the research intervention outside of the study? If you have a disease or condition that is being studied in the research, ask if your doctor is also a researcher on the study. If so, who would watch out for your best interests as a patient? How would being in this study affect your daily life? How would being in this study affect your current medical care? How much do the researchers know about the risks of the research intervention—especially if the intervention is novel or experimental? Does the intervention have FDA approval or oversight? What are the short- or long-term risks, discomforts, or unpleasant side effects? What are the researchers doing to minimize risks, discomforts, or unpleasant side effects? Is there anything you could do to minimize your risks during the study? How would your biological materials (such as blood samples), data (such as test results), or other personal information be used or shared? How would your privacy and identifiable private information be protected? What could happen to you if your identifiable private information were disclosed to others? Will participating in the study cost you anything? For example, would you have to pay for certain tests or procedures, or the study drug? If so, what is the estimated cost and would it be covered by health insurance? If you were harmed while participating in the study, who would pay for the necessary medical care? Will there be any travel or other study-associated costs (for example, child care) and will researchers provide any money to cover those costs? If the research offers financial compensation, how much is offered and when would you receive it? Would you, personally, benefit from participating in the research? If so, how? How much time will you have to think about your options before making a decision? If your doctor is also the researcher on the study and you decide not to participate, would this decision affect your current medical care? Who should you contact if you have questions about participating in the research? Who should you contact if you have concerns about the research itself? What happens if you volunteer to participate now, but decide to quit the study later? 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