

LEADERSHIP RESET IN PRACTICE

AI Prompts for Better Management

AI can help managers prepare, practice, and see situations from perspectives they may not have considered. But AI should never replace the parts of leadership that require human judgment, context, curiosity, empathy, and connection.

AI Prompts for Better Management is designed to help leaders use AI as a thinking partner—not as a substitute for leadership. The prompts can help you prepare for a difficult conversation, practice receiving bad news, think through delegation, uncover overlooked contributions, or reflect on your own leadership.

The principle behind every prompt is to use AI to prepare for the human conversation, not to avoid having it.

When done well, AI can help you arrive at that conversation better prepared to listen, ask questions, challenge assumptions, and make a thoughtful decision.

Recommended use case:

When managers want to use AI to prepare for conversations, challenge assumptions, think through decisions, or reflect on their leadership before taking action.

workhuman

The Prompts

AI will be part of how work gets done. The question is how we use it without handing over the parts of leadership that require judgment, context, curiosity, and human connection.

The prompts below are designed to help managers **prepare, practice, and think.** The goal is not to have AI conduct the conversation for you.
Use AI to prepare for the human conversation, not to avoid having it.

Prepare for a difficult conversation

I need to have a difficult conversation with an employee about [situation]. Help me prepare by identifying the assumptions I may be making, 3 questions I should ask before reaching a conclusion, and 3 ways my language could unintentionally sound defensive, judgmental, or dismissive. Do not write the conversation for me.

Practice receiving bad news

Role-play an employee who is reluctant to tell their manager that a project is going off track. Give me the information gradually. My job is to respond as the manager. After the role-play, evaluate how well I demonstrated curiosity, humility, and openness to bad news. Identify moments where I became defensive or moved to solutions too quickly.

Pressure-test your interpretation

I believe the reason [employee/team/project] is struggling is [your interpretation]. Give me 5 plausible alternative explanations. For each one, suggest a question I could ask to test whether it is true before I act.

Prepare to delegate

I am currently responsible for [task]. Help me determine whether I should continue owning it or develop someone else to take it on. Ask me questions about risk, skill, context, decision rights, and what I may be holding onto because I prefer doing it myself.

Find overlooked contribution

Based on this project summary, help me identify the kinds of contributions that may be invisible in the final outcome. Consider collaboration, problem-solving, experimentation, persistence, coordination, and work that prevented problems. Then give me questions I can ask the team to identify who contributed in those ways.

Turn recognition into development

Here are several examples of contributions from the same employee: [examples]. Identify patterns in the strengths or behaviors reflected in these examples. Then suggest 5 development questions I could explore with the employee. Do not infer personality traits or make decisions about their career; focus only on what the examples support.

Challenge your team’s thinking

Here is the decision my team is considering: [decision]. Act as a constructive challenger. What information might we be missing? What perspective would someone closest to the work bring? What assumption are we treating as fact? What would change our mind?

Reflect on your own leadership

Here is a recent situation where I led a team: [description]. Ask me 5 questions that will help me examine how I handled uncertainty, invited information, delegated, responded to disagreement, and recognized contribution. Don’t evaluate me until you’ve asked the questions.

Next steps:

Select 1 prompt tied to a real leadership situation you are preparing for.

Use AI to challenge your assumptions, surface questions, and think through alternatives—then take those insights into the actual human conversation or decision.

Want more insights?

Watch our documentary investigation **The Leadership Reset.**
Available on demand now.

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