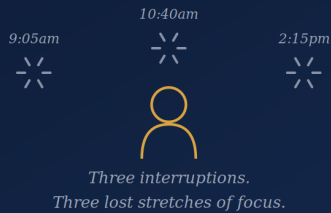


LEADERSHIP TOOLS & METHODS

THE THREE-QUESTION RULE

A simple fix for new hires who interrupt one question at a time

ONE AT A TIME



THREE AT ONCE



Teach new hires to write down three questions before they interrupt a manager.
By the time they have three, they've often already solved the first one themselves.

It takes 23 minutes to fully refocus after a single interruption. — Gloria Mark, UC Irvine

Boaz Strategic helps leaders protect focus without sacrificing support.

Are you training interruptions, or *focus*?

“ *It takes 23 minutes to fully refocus after a single interruption. — Gloria Mark, UC Irvine*

New hires often interrupt managers one question at a time, pulling them off task.

The fix is simple: teach new hires to write down three questions before they interrupt.

Something interesting happens in the waiting. By the time a new hire has three questions written down, they've often figured out the answer to the first one on their own.

That's not an accident. Research from Gloria Mark at UC Irvine found it takes about 23 minutes to fully refocus after one interruption.

Three separate interruptions don't just cost a manager nine minutes of talking. They cost three full refocus cycles — nearly an hour of fragmented attention across the day.

One batched visit costs a fraction of that, and the new hire walks away having practiced solving something, not just asking.

It's a small rule. The math behind it isn't small at all.

At Boaz Strategic, we help leaders protect focus without sacrificing support.