

Sample 1:1 Questions

01. Who do you admire in the company?
02. What's the No. 1 problem with our organization? Why?
03. What's the biggest opportunity that we're missing out on?
04. What's not fun about working here?
05. On a scale of 1-10, how happy are you? Why?
06. What would it take to make your week a 10?
07. What went well this week?
08. What was one thing that your last manager did that you like that I don't do?
09. What is part of your job now that you wish you could change or do less of?
10. What don't you like about the product?
11. What do you think you are best at?
12. What do you love about your job?
13. What do I do that you don't like?
14. What could have gone better?
15. What can I be doing to help you more?
16. What are we not doing that we should be doing?
17. What are some rumors (gossip can be productive!)?
18. Think of a time you were happy in your job – why?
19. What are some personal life issues right now that you'd like to talk about?
20. Name 1-2 roadblocks and wins from the past week.
21. Is there anything I should start doing? Stop doing?
22. If you were me, what changes would you make?
23. If we could improve in any way, how would we do it?
24. How can I support you better?
25. What are your career goals?
26. Tell me your best idea.
27. Fill in the blank: You know it was a good day at work when _____.
28. Do you have any feedback for me?
29. How are things with your teammate _____?
30. Are you happy working here?