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Your People & Culture Partners

Questions to Improve Engagement in 1:1s

Use these questions to help foster engagement and open two-way communication in your one-on-ones with your direct reports. Recommendation: add 1 new question per 1:1 session.

Challenges, roadblocks and concerns

- What, if anything, feels harder than it should in your daily work? What can I do?
- What's a tough topic our team needs to address but struggles to bring up?
- How could we improve cross-functional collaboration within the organization?

Asking for Feedback

- What are 1-2 things someone in my role could do to support someone in your role?
- Where do you think I should be focusing more of my attention?
- What's one thing you would recommend to improve our workplace culture?

Employee motivation

- If we could change 1 thing about work that would improve your personal life, what would it be?
- What makes you excited and motivated to work on a project?
- Are you satisfied in your role? What would help you enjoy your role more?

Growth and development

- Who's someone in the company that you'd like to learn more from?
- What projects would you like to work on or be more involved in?
- What professional goals would you like to accomplish in the next 6 to 12 months, and what makes you say that?

Enhancing communication

- Where has our communication faltered? Can you give me an example?
- When's the best time and what's the best way to give feedback on your work?
- What's a pain point we have on our team that I might not know about?

Clarifying vision and direction

- What are you least clear about in terms of our company-wide strategy / goals?
- Is there anything that would be productive for me to re-explain to our team?





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Recognition and teamwork

- Who is doing a great job on the team that we should recognize publicly? What have they done?
- What's one thing you've overcome or produced in the last 2 months (at work) that you're really proud of?



Long Acres, Lusaka
Lusaka – Zambia



+260 978 320236
info@trainingleaders.co



www.trainingleaders.co
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