

# Good management questions

## Uncover the drive of each individual employee

- 1** What do you want to be doing that you aren't currently doing?
- 2** What areas do you want to strengthen, improve or develop?
- 3** What is most important to you in your life/career? (What does a successful career/life look like?)
- 4** What are the three most important things you would like to accomplish right now?
- 5** What is your action plan to achieve those goals?
- 6** What do you need that's preventing you from reaching those goals?
- 7** How can I best support you to achieve these goals?  
(Uncover how each employee wants to be managed and supported.)
- 8** How can I best manage you and hold you accountable for the results you are looking to achieve?
- 9** How can I hold you accountable in a way that will sound supportive and won't come across as negative or micro-managing?
- 10** How do you want me to approach you if you don't follow through with the commitments you make? How do you want me to handle it? What would be a good way to bring this up with you so that you will be open to hearing it?