

Want more out of
your 1:1s, ask
these questions

6 POWERFUL 1:1 QUESTIONS



WHAT HAVE YOU FOUND MOST CHALLENGING?

Why it works - Gives permission to talk about what is really going on, not just surface level updates. This will enable you to uncover blockers, burnout or tensions before they escalate.

When to use it - Halfway through the 1:1 when you have built trust and rapport for honesty

WHAT IS ONE THING THAT WOULD MAKE YOUR WEEK EASIER?

Why it works - It shift the focus from performance to support. You show that you care about removing barriers, not just output

When to use it - Towards the start of the 1:1 to open the discussion with action and empathy

IF YOU WERE LEADING THE TEAM, WHAT WOULD YOU CHANGE?

Why it works - It gives permission, perspective and voice. You may uncover some gems from future leaders

When to use it - With more experienced members or when you sense untapped ideas

WHAT IS SOMETHING YOU NEED FROM ME THAT YOU HAVEN'T ASKED FOR?

Why it works - it flips any power dynamic. You become the one open to feedback and accountability

When to use it - At the end of the 1:1 when trust is highest and honesty feels safe

WHAT DEVELOPMENT OPPORTUNITIES DO YOU NEED?

Why it works - It invites reflection and ownership. It shows you care about development just deliverables.

When to use it - Once a month for meaningful development conversations

WHAT'S THE ONE THING THAT I CAN DO DIFFERENTLY TO SUPPORT YOU BETTER NEXT WEEK?

Why it works - You are asking for feedback on your own performance. A simple and powerful question that builds trust and motivation.

When to use it - with 10 minutes to go, and ensure you listen and take action

