Colleague Interview Questions

Review the list. Mark those that you want to try asking. Ask any of the following:

- Where did you grow up?
- What do you like to do outside of work?
- If you could have any career, what would it be?
  - What did you do before this job?
  - What did you study in school?
- What was your favorite job or project?
  - What was great about it?
- What was your worst job or project?
- What praise would mean the most to you if you heard it?
  - When do you feel like a project was successful?
    - What praise falls flat for you?
  - What’s your biggest challenge at work now?
  - What are your goals for the next 6 months?
- What could get in the way of achieving those goals?
- What do you consider one or two of your greatest accomplishments?
  - What is something you’ve had to overcome?
  - What quality do you most appreciate in yourself?
  - What quality do you most appreciate in others?
- If you could have any career, what would you choose?
  - What do you like to do outside of work?
    - What did you do before this job?
    - What did you study in school?
      - Where were you born?
  - What do people get wrong about you?
- If you could have any superpower, what would it be?
Questions to Learn What Matters Most to Them (Their Identity Story)

Figuring out what matters:

You Can Ask:
- What feedback or praise has meant the most to you?
- What part of your work is most meaningful/rewarding?
- What feedback or praise falls flat (has the least impact)?
- Who was someone you really enjoyed working with and what was great about it?
- How do you like to receive information?
- What’s the worst way to send you information?

You can Observe:
- When do they seem most motivated?
- When do they seem most defensive or annoyed?
- What assignments do they volunteer for or do most efficiently?

Other ideas for building Relationship
- Trust first
- Be vulnerable (admit fault/limitations)
- Find and focus on similarities
- Obey Platinum Rule (do unto others as they want to be done unto)
- Listen with curiosity
- Assume good intentions
- Ask questions that show you are interested
- Laugh & Smile
- Match/Resonate: Tone, Pace, Volume, Posture
- Authentically adapt

“What matters anywhere, matters everywhere.”
- Madeleine Albright