



SURFACE TO SOUL

Live Well | Lead Well | Coach Well

4 Questions to Ask Your Team

1 | Conversations about PURPOSE, GOALS, & VALUES

- What would you like to accomplish this year? Why is that important to you?
- What could you work on now that would make the biggest impact on the work we share?
- What's the one most important thing to get done this week/month/year?
- What have you been putting off because of time, fear, etc.?
- To invest in yourself this year, what will you do? What do you wish to learn? Which skills will you develop?
- What would need to change for you to be able to accomplish your goals? To do your best work?
- If someone asked you what our vision is, how would you describe it?
- How does your role connect to our purpose and mission?
- How would you describe our team values? How do you see them being lived out? When is there a disconnect?
- What would success look like for our team? How could we live more fully into that vision?
- What's most important to our church/mission right now? How does that change what we do as a team?

2 | Conversations about PERFORMANCE & IMPROVEMENT

- Over the last 90 days, what do you consider to be your greatest wins?
- Over the last 90 days, what have you learned from the things that went well and that didn't go so well?
- Are you on track to achieve your annual goals? What are your goals for the next quarter?
- What are your primary skills and gifts? How will you further develop these strengths?
- What would your teammates say that you bring to the team? What are you learning from your team members?
- What new competencies have you been working on?
- What are the top 3 areas where you have room for growth?
- What do you need to make more time for? What will you stop doing? Start doing? Allow others to do for you?

3 | Conversations about PERSONAL LIFE & WHOLENESS

- What do you do for fun? What teams or organizations are you part of?
- Where were you born? Where else have you lived?
- What do you do, or where do you go, to be re-energized? What does wholeness/wellness look like for you?
- What were some of your faith traditions growing up? What's your next step for forming faith?

4 | Conversations about PERSPECTIVES & PROCESS

- What do you think went well this year related to your work and our team?
- As a team, are we investing our time and energy in the right conversations and actions?
- Are there any decisions, systems, practices, or approaches to which you are having a hard time adjusting?
- How well do you feel that we communicate our needs and issues with each other?
- Do you feel that we use our time well at meetings?
- What changes would you suggest for improving our meetings?
- Are we communicating honorably and effectively with one another? Do you feel that others have your back?
- Is there anything you need from this team that you're not getting?



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