

## 1x1 Questions

Some ideas for one on one discussion with a team member. These are just suggestions to get the conversation started. Try to spend a few minutes before the meeting to get your thoughts organized. Be sure to check out this [excellent post on “1:1s” by Rands In Repose](#).

### *Friendly update*

- What's your opinion on the way the team performs?
- What are the major “pains” in your daily work? (Build, source control, email, etc.)
- How could I improve as team leader?
- What can I do to improve the situation with... ?
- Would you say our recent work has applied extra pressure on things at home?
- What can be improved in our working environment to make it easier on the team?
- What's your opinion on the project we are working on?
- Would you say the team is aligned with the company's vision?

### *Personal development stuff*

- How many years have we worked together?
- How would you sum up your professional history so far?
- How do you perceive your role in the team?
- Would you say you effect the team in matters beyond technical?
- What kind of tasks do you normally find yourself dealing with?
- Based on your perspective on our projects, how would you develop your professional skills?
- What technical areas are you interested in, regardless of the day-to-day work?
- Do you get to spend some time to learn something new?
- How would you describe the framework needed for such learning?
- What are your preferred learning methods?
- Which area of expertise would you like to tackle next year?
- More management or more engineering – what would your next step be?

### *Share*

- Status: projects, plans, personal vision for the team.
- Team leader perspective on problems and setbacks, possibly ask for advice.
- Personal feedback: professional performance, major achievements, weak points.
- Perceived team needs and tasks, how to combine them with the engineer's preferences?