

YOU AT YOUR BEST

QUESTION #1: "WHEN ARE YOU AT YOUR BEST AT WORK?"

Encourage them to get as specific as they can. What are the conditions needed? Are they working with a specific group of people? Are they in a specific environment? Is it a specific time of day? The more specific you can get, the more replicable it will be!

QUESTION #2: "HOW CAN WE HELP YOU DO MORE OF THAT?"

You might have ideas, but let them exhaust theirs first; they might have ideas you wouldn't think of! NOTE: This question says "we" for a reason — make sure BOTH of you commit to working in this direction. Also good to note: changes might not be able to happen overnight.

QUESTION #3: "WHAT OBSTACLES PREVENT YOUR BEST?"

You might have thoughts, but let them exhaust theirs first; they might have obstacles you wouldn't think of! Help them determine if obstacles are interpersonal (requiring convos with others) or systemic (be honest about what can be changed!) or something else.