



CREATE AN ENVIRONMENT FOR INDIVIDUALS TO THRIVE

Empower them to do what they do best everyday.

In your next 1:1 meeting, ask 2 questions to better understand who they are. When you understand their value, they'll show up for you.

BASED ON THE 34 TALENT THEMES FROM THE GALLUP STRENGTHSFINDER®

ACHIEVER

1. What goals are you working on now?
2. What do you sense urgency about?

ACTIVATOR

1. What goals are you working on now?
2. What do you sense urgency about?

ADAPTABILITY

1. What goals are you working on now?
2. What do you sense urgency about?

ANALYTICAL

1. What feeds your analytical need? Who is fun to talk to?
2. Tell me about a recent decision you made and how you came to that.

ARRANGER

1. What big events have you planned or are planning?
2. What are all the balls you have in the air right now?

BELIEF

1. What is important to you?
2. What activities in your job make you feel you are doing something important?

COMMAND

1. What are you thinking of leading in the future?
2. Who have you persuaded recently?

COMMUNICATION

1. What stories have you told this week to help clarify an idea?
2. When did you capture someone's attention with your words today?

COMPETITION

1. How do you "keep score" in your daily work?
2. How can you make a game of your everyday tasks?

CONNECTEDNESS

1. What goals are you working on now?
2. What do you sense urgency about?

CONSISTENCY

1. How do you make clear boundaries and processes in your own work?
2. How do you ensure people are treated fairly?

CONTEXT

1. What do you do with the takeaways you get from knowing the past?
2. How do you like to share lessons learned with your team?

DELIBERATIVE

1. What is your process for making decisions?
2. How do you know when you can pull the trigger on a decision?

DEVELOPER

1. What do you like about helping others?
2. Who has helped you grow?

DISCIPLINE

1. How do you like to structure your day?
2. How do you prioritize when you are in a rush?

EMPATHY

1. When is the last time you sensed the climate of a room?
2. Tell me about the feeling you noticed in another person today.

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FOCUS

1. How do you track and assess your priorities/goals?
2. Where do you see yourself in the future?

FUTURISTIC

1. What is you vision for the future (life, family, career)?
2. What gets you most excited about your upcoming year?

HARMONY

1. What do you do when you sense possible tense interactions?
2. How do you help colleagues find agreement?

INCLUDER

1. What did you do last time you felt someone was an outsider?
2. How do you help internal/external customers feel part of a team?

IDEATION

1. How do you get your best ideas?
2. What new ideas are you excited about?

INDIVIDUALIZATION

1. What is unique about 3 of your best friends?
2. How do you identify people's needs or strengths?

INPUT

1. What would you like to know more about? How are you pursuing this?
2. What are you reading or researching now?

INTELLECTION

1. Which courses or activities stimulate your thinking?
2. What does it look like when you're doing your best thinking?

LEARNER

1. Of the things you are learning about right now, what are you most excited about?
2. What is your best learning environment?

MAXIMIZER

1. What excellence are you striving for now?
2. How can you help your colleagues know their greatest talents?

POSITIVITY

1. Tell me about your positive outlook. Do others notice?
2. Have you helped others have fun recently?

RELATOR

1. Tell me about your longest friendship. What has that meant to you?
2. How have you cultivated friendships at work?

RESPONSIBILITY

1. What do you feel responsible for right now?
2. What do you do when other people let you down?

RESTORATIVE

1. What in your life needs your attention right now?
2. What is one thing you have made better or fixed this week?

SELF-ASSURANCE

1. What is the last decision you made that you feel very confident about?
2. What are you sure you can do?

SIGNIFICANCE

1. What is the best recognition you received?
2. When have you left working knowing you made a difference?

STRATEGIC

1. How do you go about selecting the best route to meet a goal?
2. How do you help others see the big picture?

WOO

1. How many people have you met in the last month?
2. Do you like to meet and greet at social functions?

