



Mid-Year Check in

- How are you feeling about the year so far?
- How would you describe what's happening with this project?
- What are you most proud of this year?
- What lessons have you learned?
- What new relationships have you fostered?
- How are you different now than you were 6 months ago?
- What new skills have you developed?
- Where are you stuck?

Mid-Year Questions to Challenge and Turnaround

Bono on questions: *"We thought that we had the answers, it was the questions we had wrong."*

- Have you ever had an experience like this before? What did you do that helped at that time?
- What patterns do you see?
- What do you think we should do?
- Which habits would you like to change?
- What's the most important thing you can do to turn this situation around?
- What additional resources do you need?
- How can I best support you?

Mid-Year Questions to Encourage

- What would it look like if?
- What would happen if?
- What's possible?

Mid-Year Questions to Solicit Feedback

- If you were in my shoes, what would you be doing differently?
- What can I do to better support you and the team?
- What have I done this year that most ticked you off?
- What am I doing that's most helpful to you?