

COACHING QUESTIONS FOR INTERNAL TALENT MOBILITY

In one-on-one coaching conversations with your team members, ask some of these questions to understand their current state, goals, and plans. Together, use the answers to plan for mobility and development.

CURRENT STATE

1. Since we last spoke, what have been your proudest accomplishments at work?

2. What do you enjoy most about your work?

3. What are your thoughts on our culture and the company in general?

4. What aspects of your career and this job are most important to you and leave you the most engaged?

5. What aspect(s) of your position would you like to change or improve?

6. What do you see as your top three strengths?

7. How often are you utilizing your strengths often at work? (If not usually) How can we design work differently so that you use your strengths more often?

8. What is an example of some recent peer feedback that you received? And how did you use that feedback?

9. What kinds of feedback would you like to receive? And from whom?

10. When was the last time that you gave feedback to a colleague?

GOALS

1. What are your career goals?

2. How do your goals support or not support the organizational strategy?

3. What concerns do you have about pursuing these goals?

4. What learning and development opportunities are you interested in right now? And in the next couple of years?

5. To what projects or organizational or team initiatives are you interested in learning about or contributing?

6. Who do you want to know better at our organization? May I help connect you?

PLANS

1. What is the most significant change you would like to make related to your career if any?

2. What is the next action that will move you towards your intended outcome?

3. How will you measure progress?

4. How can I help you achieve your goals?

5. Do you have any questions for me?
