

# QUESTIONS FOR EXECUTIVE PRESENCE FEEDBACK

In our research, we found three important factors that constitute executive presence. To get a complete and accurate picture of your executive presence, ask these questions of trusted people in your network. When you seek feedback, focus on asking people who know you, and can observe your work.

## INTERPERSONAL APTITUDE

### How you are with people

1. What suggestions do you have for me to improve my listening skills? Or my communication skills?  
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2. Acting with integrity and building trust is very important to me. Can you share an example of how I display that with you?  
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3. How do you feel during our conversations?  
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4. What do you notice about my ability to form relationships with you and others?  
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5. When connecting with others, what do I do very well? Or not so well?  
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## PROFESSIONAL AFFECT

### How you show up

1. What impression(s) do I make at work?  
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2. What three words characterize my style?  
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3. If you were speaking with a colleague about me, how would they describe me?  
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4. What change would have the biggest improvement in how I show up at work?  
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5. For what strengths am I known?  
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## TECHNICAL COMPETENCE

### What you know

1. In what areas am I perceived as an expert?  
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2. What problems would you bring to me to solve?  
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3. What knowledge or skills should I develop to be more effective in my role? For my next role?  
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4. How have I added value to your team/function/organization because of my skills and experience?  
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5. What is my decision-making style?  
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