

# QUESTIONS FOR OUR FIRST 1:1

What makes you grumpy?

How will I know when you're grumpy?

How can I help you when you're grumpy?

In what medium (Slack, email, in person, etc.) do you prefer to receive feedback?

When do you prefer to receive feedback—routinely in 1:1s, or as-it-happens?

How do you prefer to receive recognition—publicly or privately?

What makes 1:1s the most valuable for you?

What are your goals for this year? And for the next three months?

What do you need from your manager?

What do you need from your teammates?

What do you need from your peers outside the team?

Human learning and growth requires the right amount of four things: new challenges, low ego, space to reflect and brainstorm, and timely and clear feedback. How are these four going for you? Is there one you need more or less of?

What's your favorite way to treat yourself?