

Sample Questions to Ask Before, During and After Planned Development Experiences

Pre-Activity (For discussion with employee)

1. What do you hope to learn from this project?
2. What will you be able to do differently?
3. What do you expect of me?

During Activity (For discussion with employee)

1. Where do you feel that you are improving your skills?
2. Where do you feel that you are struggling?
3. Where do you need me to support you through coaching?

Post Activity (To be answered by employee before meeting with manager)

1. What did I learn?
2. Did I reach the goals I laid out before the project started?
3. Did I improve my skills?
4. Where can I use this skill in my daily work?

Post Activity (For discussion with employee)

1. Where do you feel you succeeded?
2. Where did you struggle?
3. If you had to do it all over again, what would you do differently?
4. What is the most important lesson you learned?
5. Where can you apply this lesson in the future?