Talent-Based Questions for Conversations Focused on Strengths

Sometimes we can get stuck focusing on our weaknesses, things we don’t enjoy, or why we think a problem can’t be solved. Here are some questions designed to reflect on and explore what is positive, where we are strong. There are many insights we can gain and things we can learn from what we do well, or what is going right.

- What is your most recent success?
- What is your favorite part of your job?
- What type of days do you most look forward to at work?
- How would your work day look if you could design your ideal agenda?
- What is something you have been told that you do well at work?
- What does success look like?
- What are you most proud of?
- How could you do more of the things you love each week? Each day?
- What are three positive words that you would use to describe yourself?
- What are three positive words that other people have used to describe you?
- What things are you grateful for?
- What great ideas do you have to make your work more enjoyable for you?
- How do you like to be recognized?
- What would you like to do more of?
- How could you use your strengths to help with a goal or challenge you are working on?
- What went right today?