

Some questions to help you get to know your clients as people

By Andrew Sobel

1. Can you tell me something about your own career and how you got to your current position?
2. How would you compare the experience of working here versus at your old organization?
3. How do you think the change you're talking about will affect your own job?
4. Tell me about your family...how old are your children?
5. Where did you grow up? Do you ever go back?
6. So when you're not shaking things up here at work, how do spend your free time?
7. So if you spent less time at work, how would you use that time?
8. What did you major in at college?
9. If you weren't (an accountant, a consultant, a lawyer, a banker, etc.), what do you think you'd be doing?
10. Where did you spend your last vacation? Where are you going this summer?
11. What's the best vacation you ever took?
12. You've accomplished a great deal in your career...what are your fondest dreams going forward? What else would you like to accomplish?
13. Who have been influential role models or mentors to you?
14. In terms of your own leadership effectiveness and how you spend your time ...what things would you like to do less of, and what activities do you wish you could spend more time on?