

POWER TOOLS FOR POWER QUESTIONS

Questions to help you get to know your clients as people

1. Can you tell me something about your own career and how you got to your current position?
2. So how long have you worked for xyz?
3. How would you compare the experience of working here versus at your old organization?
4. What is different about the organization today compared to when you joined?
5. I'm curious, what do you like most about working here?
6. I'm curious, what attracted you originally to the organization?
7. How do you think the change you're talking about will affect your own role?
8. Tell me about your family...how old are your children?
9. Do you have brothers or sisters?
10. So did anyone else in your family go into business?
11. Where did you grow up? Do you ever go back?
12. So when you're not shaking things up here at work, how do spend your free time?
13. Is there something you've always wanted to do—a sport, hobby, trip—that you've just never gotten around to?
14. So if you spent less time at work, how would you use that time?
15. Where did you spend your last vacation? Where are you going this summer?
16. What's the best vacation you ever took?
17. What did you major in at college? How did you end up picking that major?
18. If you hadn't gone into (business, law, accounting, etc.) what do you think you'd be doing?
19. You've accomplished a great deal in your career...going forward, what aspirations or dreams do you have? What else would you like to accomplish?
20. Who have been influential role models or mentors to you?
21. 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?
22. When you look back on the different positions you've held/jobs you've had, what's been your most memorable one?