

Quick Pulse Check Questions

Before you ask...

These kinds of questions can feel surprisingly personal, especially when someone's admitting what they don't know or wish they were better at. That vulnerability takes trust. So, as you ask, keep your tone open, relaxed, and judgment-free. Let folks know this isn't about evaluating performance. It's about helping them feel more supported in their role. Even a quick "there are no wrong answers" can go a long way.

- ✓ "What's something you'd like to feel more confident doing at work?"
- ✓ "What's one thing you're curious to learn more about right now?"
- ✓ "Is there anything you've been figuring out on your own that we could support better?"
- ✓ "What's a skill or topic you'd love a little extra time to explore?"
- ✓ "What's something you've picked up in your role that others might benefit from too?"
- ✓ "What's one thing you wish you'd known earlier in this job?"
- ✓ "Are there any learning moments we're missing or assuming people already know?"
- ✓ "Is there a tool, process, or task that still feels trickier than it should?"
- ✓ "If we could give you a short training or tip sheet tomorrow, what would it be about?"
- ✓ "What's one part of your day that could go more smoothly with a little extra guidance?"
- ✓ "What's something you've seen done really well here that we should do more of?"
- ✓ "Is there anything that still feels unclear about your role or responsibilities?"
- ✓ "What's one thing that would make your day-to-day work just a little easier?"
- ✓ "Have you come across anything recently that made you think, 'Why didn't we learn this sooner?'"
- ✓ "If you could shadow someone for a day to learn from them, who would you pick and why?"