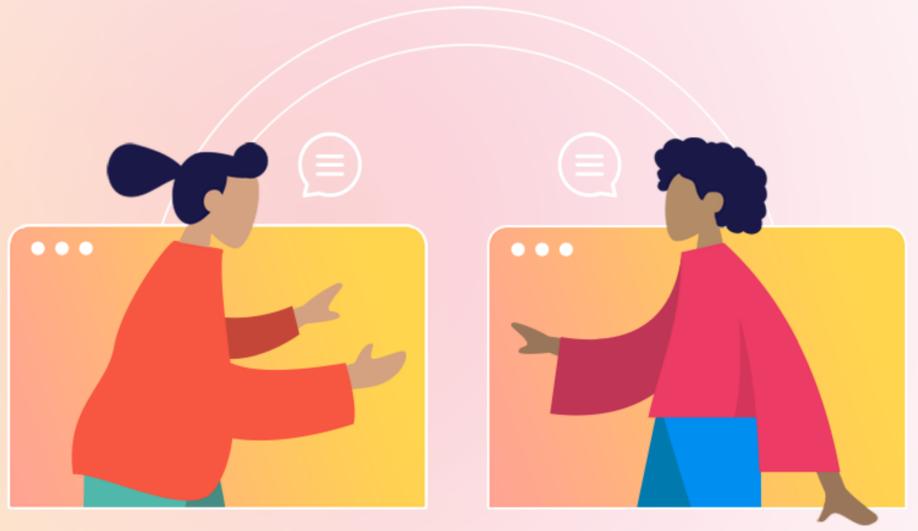


10 Questions You Can Ask During Remote 1:1 Meetings



Questions that will help you create better team dynamics with remote employees:

1. What's your favorite part about working remotely?

This question helps you uncover what motivates and demotivates your team. Learn more from their answers by asking for more context. For example, if their high point is being in the zone while working on a particular project, then ask “what creates this zone for you?”

2. What do you do to stay connected with the rest of the team and other colleagues at work?
3. Do you feel like you take out enough time for non-work ‘water cooler’ type chats to help you spur on ideas?

This question helps you recognize the amount of time your team spends on building relationships and allows you to take a call on in-person meetings/gatherings. It's especially helpful for those who work from afar to have the right amount of in-person time to be able to unplug. Asking them about non-work banter and who they connect with more often helps you realize if they need help in building a network.

4. Do you feel the organization supports remote staff effectively? How could we improve?
5. Do you feel you could go to anyone asking them for help?
6. Do you think our decision-making process includes those that work remotely well? Have you seen a decision drag out for too long lately?

These questions are especially important to understand managerial & organizational relationships and processes. It helps you work best with your team by opening room for feedback and conversation, and optimizes work dynamics.

7. What's your setup like for working? Is there anything you feel you're missing?

This question helps you find ways to optimize your team's setup and workflow. You could think of equipment or process improvements that would make things 10% better. Ask them what their ideal workstation looks like and see if you can allocate resources to home offices.

8. What's most challenging for you in your daily remote work routine?
9. How do you manage distractions during the day? Is it a challenge for you?

This question helps you surface any unspoken issues and alter expectations if there's a feeling of imbalance which includes in-person vs remote dynamics. Although remote work offers flexibility, autonomy and zero commute, it's still a struggle for a lot of people.

10. What helps you feel connected to others while you're working remotely?
What can we do more of to build on this?

While working remotely, people sometimes feel out of place and this question helps you understand what makes them feel included. You can then work on fostering a sense of belongingness by organizing team catch ups, offsite meetings, and a lot more fun activities.



Include these questions in your next 1:1 using Mesh!

[Book a free demo](#)

The screenshot shows the Mesh 1:1 interface. At the top, it says "Welcome to 1:1s" with a user profile icon. Below this, there are two summary boxes: one with a green checkmark and "10 Completed", and another with a yellow warning icon and "4 Pending".

The "Pending Reviews" section features a card for a manager with a profile picture, a progress bar showing "2/3 Completed", a "Manager" label, a "Next-up" date of "29 Apr", and a "Continue" button.

The "Most Active Managers" section is titled "Managers with most 1:1s every x days" and includes a checkmark icon. It lists four managers with their profile pictures, progress bars, and frequency labels: "Every 12 Days", "Every 15 Days", "Every 18 Days", and "Every 20 Days".