

# 1:1s for Upward Feedback: 20 ways to get your team to open up



Seeking timely feedback from your team not only helps you build trust, but could also help identify potential blind spots and gain actionable insights to improve productivity and engagement in your team.

While constructive upward feedback helps managers immensely, it's something that takes a lot of courage for team members to speak up about. So if you don't explicitly ask for it, you might never get it! In your next 1:1, consider asking a few of the following questions to ease your team into speaking up and sharing more honest, authentic feedback with you.

## Identify their career aspirations

1. What would you like to know about me or the work that I do?
2. Do I clearly break down important information for you and share it in a timely manner?
3. What do you think I should do to ensure everyone in the team is heard?
4. What would you like to know about me or the work that I do?
5. What's the least helpful thing I do?
6. What could I do as a manager to help you achieve a greater work/life balance?
7. Am I giving you too much or too little supervision and communication? What's the sweet spot for you?
8. What do you want to see me doing more often?
9. Anything that I did recently that you really appreciate?
10. How could I have improved our most recent project?
11. How can I improve collaboration within our team? What steps do you think I should take?

## For feedback on supporting your team's day-to-day work and growth

12. Do you feel you're getting enough feedback from me? From your peers?
13. When is it most productive for you to receive feedback? In our weekly 1:1s or on the spot?
14. Would you like more or less direction from me on your work?
15. How can I better support you in your job?

- 16. Is there anything more I could be doing to make you feel empowered in your role?
- 17. Do I support you enough in your career growth?
- 18. What are 3 things I could do to make you enjoy your work more?
- 19. Do you feel comfortable sharing your opinion about potential red flags?
- 20. What is an area of work where you wish you had more opportunities?



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

Book a free demo

Welcome to 1:1s

10 Completed

4 Pending

Pending Reviews

2/3 Completed

Manager

Next-up

29 Apr

Continue

Most Active Managers

Managers with most 1:1s every x days

Every 12 Days

Every 15 Days

Every 18 Days

Every 20 Days