

28 Questions to Help You Accelerate Your Team's Career Goals



Ask these questions to:

- Discuss career aspirations and use them as a starting point to chart out their goals and encourage them to work towards a holistic career path.
- Help your team cultivate new skills, gain knowledge and improve what they're already doing.
- Understand professional aspirations that are slightly deviating from their experience or education, but align perfectly with your business goals.

Remember that careers are non-linear, and people with mixed experience and educational backgrounds often stand out from the rest as they are risk-takers and adaptive. Asking any of these questions will help you learn more about their short-term and long-term goals.

Question Bank:

1. What area of the organization would you like to learn more about?
2. Are there any roles in the organization you'd like to learn more about?
3. What do you want to be doing in the next 3-5 years? What are your career aspirations?
4. What work are you doing here that you feel is most in line with your career goals?
5. What's one thing we could do today to help you with your career goals?
6. Do you feel we're helping you advance your career at a pace you would like?
7. Could you see yourself making progress on more of your career goals here?
What would need to change to do so?
8. How are you doing in meeting your career goals?
9. How does this job align with your future career goals?
10. Look across the organization. What role do you want in the next two years? Five years?
11. In the past six months, what have you done to move toward your ideal role/career?
12. In the next six months, what could you do to move toward your ideal role/career?
13. What role/career would let you use your strengths every day?
14. What are your biggest dreams?
15. What do you want your next position in this organization to be?
16. What opportunities for advancement are you interested in?

- 17. What additional responsibilities would you like?
- 18. Are you interested in leading others?
- 19. What more are you wanting in your career right now?
- 20. What skills are you working on developing to meet your career goals?
- 21. What are you doing to achieve your career goals?
- 22. What obstacles are preventing you from achieving your career goals?
- 23. How can we help develop your career further?
- 24. What professional development opportunities are most in line with your career goals?
- 25. What steps will you take to attain your career goals? How will you know you're on the right track (AKA measure progress)?
- 26. What obstacles stand in the way of accomplishing your career goals?
- 27. Who here do you lean on to help set / guide you on career goals?
- 28. Who outside of this workplace do you rely on to help set goals for the future?



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