

Asking for Feedback

A good leader will seek feedback from all avenues to raise his/her level of self awareness and continually improve their skills and behavior. Below you will find some questions to ask your team members.

Leadership

What are the two or three things I do best as a leader?

What are two things I should do more often that would make me a better leader?

What are two things I should do less often that would make me a better leader?

Team development

How can I do a better job of building the teamwork on our team?

What should I be doing more of to share my vision and goals for our team?

How can I do a better job of getting people involved in setting those goals?

What could I be doing to better represent the needs of this team to upper management?

Participation and decision making

In what areas do you need more authority for making decisions?

How can I make myself more available for your input on decisions I have to make?

What could I be doing to better share my own thinking about decisions I make?

List any examples of times when I am slow to make decisions.

Tell me about instances when I make decisions too quickly or make decisions without enough consideration for how they affect people on this team.

Coaching

In what ways do I need to improve my attention to performance on this team?

How can I improve in my response to good performance?

How can I improve in my response to poor performance?

Describe examples of poor performance that is not getting attention from me.

Conflict

In what ways do I need to do a better job of dealing with conflict on this team?

What are some ways that I am discouraging people from expressing disagreements with me that really should be discussed?

What do I do that is overly harsh or overly soft in dealing with conflict?

What could I do that would encourage people to be more open with me?

Cultural development

What do you like most about working on this team?

What do you like least about working on this team?

What needs to happen to make this a better place to work?

Interpersonal qualities

Most leaders have qualities that other people talk about with each other but not with the leader. What should I know about how people perceive me?

Is there any one thing you would like to see me do that would make me easier to work for and make this a better place for you to work?

Closing the Conversation

Thank the person for talking with you and assure him or her that you will carefully consider what was said. Say that you are open to this kind of feedback at any time, and look forward to addressing areas you are learning about from this person and from others.