

Growth-Focused Check-In Questions for Supervisors

These questions are designed to be used during regular (e.g., monthly or quarterly) check-ins and are intentionally employee-centered, promoting reflection, development, and open communication.

General Progress & Support

- What's going well for you right now?
- Where are you feeling stuck or uncertain?
- Is there anything I can help remove as a barrier to your progress?
- What would make your day-to-day work more manageable or meaningful?

Goal Alignment & Development

- How are you feeling about your progress toward your current goals?
- Are there any skills or knowledge areas you're interested in strengthening?
- What part of your work this month challenged or stretched you the most?
- Have your priorities shifted or changed since our last check-in?

Engagement & Motivation

- What part of your work feels most energizing to you lately?
- Is there a project or idea you'd like to be more involved in?
- How connected do you feel to the work of our team/department?

Communication & Feedback

- Is there any feedback you'd like from me today?
- What feedback do you have for me as your supervisor?