**MID-YEAR REVIEW QUESTIONS**

**By Karin Hurt**

**“*Judge a man by his questions rather than his answers.”* Voltaire**

**TO REFLECT ON PERFORMANCE**

* How are you feeling about the year so far?
* How would you describe what’s happening with this project?
* What are you most of proud of this year?
* What lessons have you learned?
* What new relationships have you fostered?
* How are you different now than you were 6 months ago?
* What new skills have you developed?
* Where are you stuck?

**TO CHALLENGE AND TURNAROUND**

**“*We thought that we had the answers; it was the questions we had wrong.”* Bono**

* Have you had an experience like this before? What did you do that helped?
* What patterns do you see?
* What do you think we should do?
* Which habits would you like to change?
* What’s the most important thing you can do to turn this situation around?
* What additional resources do you need?
* How can I best support you?

**TO ENCOURAGE**

* What would it look like if \_\_\_\_\_\_\_\_\_\_?
* What would happen if \_\_\_\_\_\_\_\_\_\_\_\_?
* What’s possible?

**TO SOLICIT FEEDBACK**

* If you were in my shoes, what would you be doing differently?
* What can I do to better support you and the team?
* What have I done this year that most ticked you off?
* What am I doing that’s most helpful to you?