

HOBBY

1. What song are you currently playing on repeat?
2. Of all the places you've traveled, where was your favorite?
3. If you could volunteer for one organization, which would it be?
4. What are you reading right now?
5. What are your two favorite stress-relieving strategies?
6. Do you practice any sports?
7. If you could take a year off from work, what would you do?
8. Can you play any instruments?
9. If today was a holiday, would you rather spend your time hiking or reading?
10. What's your favorite board game?
11. Describe your perfect weekend.
12. Is there a hobby that you want to start, but don't have enough time for?
13. What's your favorite restaurant in your city? What's your go-to order?
14. Name one task or activity people usually hate doing that you actually enjoy.
15. If your pets could talk, what's the first thing they would say to you?
16. What's your favorite part about living in your city?
17. What's something (food or activity) that you tried reluctantly & turns out you like?
18. What three images would be on your vision board?
19. What are you currently watching on any of the streaming services out there?
20. What's your coffee/tea order?
21. What skill do you have that you wish others took more of an interest in learning about?

PERSONAL

1. What's the bravest thing you've ever done?
2. What's an interesting fact about you that nobody in this room knows?
3. What part of your daily routine do you most look forward to?
4. What are three positive words that people often use to describe you?
5. What are you most proud of accomplishing in this role so far?
6. Are you a dog or a cat person?
7. What's your most used emoji?
8. What's a recent situation you wish you handled differently?
9. What's your best recipe?
10. How has the pandemic shaped your outlook on a traditional 9-5 job?
11. What's one thing we could change at work that would improve your personal life?
12. Which celebrity do people say you look most like?
13. What's something your 10-year-old self would never believe about you today?
14. What's the biggest challenge when working remotely?
15. What's the most sentimental or valuable item on your desk?
16. What's your most unusual workday habit?
17. What's the best part about working remotely?
18. Has your view on work/life balance changed in the past year?
19. Is your role what you expected when you first accepted it?
20. What's your go-to lunch order that everyone knows you for?
21. Do you prefer to receive recognition publicly or privately?
22. What's your go-to work-from-home outfit?
23. What's something we'd be surprised to know that lives in your home office?

PERSONAL

24. What's the most sentimental gift you've ever received?
25. What story do you wish you had the occasion to tell more often?
26. What's the most valuable lesson you've learned from your past role?
27. What's your most favorite quote?
28. When do you wish you had asked for help sooner?
29. What's your work from home morning routine?
30. What's the best piece of advice you've been given?

FUTURE

1. What aspects of your current role most align with where you see yourself in five years?
2. What's something you want to do in the next year that you've never done before?
3. What do you wish you could spend more time on both inside & outside the office?
4. What's one non-work-related goal that you would like to achieve in the next five years?
5. What does your ideal day look like at age 65?
6. What's one thing you look forward to doing when you retire?
7. What's the first task you want to tackle tomorrow?
8. If today was New Year's Eve, what's one of your resolutions?
9. How does success look for you in the next three months within your role?
10. Would you rather live one week in the past or future?
11. In 10 years from now, what will you miss the most about your present life?
12. What question would you like to ask a time traveler from 200 years in the future?
13. What's the most realistic hope for the future?
14. If you had to relive one day over and over; what day would you choose?
15. If a genie offered to tell you everything about your future, would you accept?
16. If NASA asked you to live on Mars to start a colony, would you go?
17. What are you most looking forward to in the next year?
18. What do you hope to be doing professionally 10 years from now?
19. What's one thing you hope to accomplish in the next five years?

EDUCATION

1. In what areas of your role would you like more support or coaching?
2. Did your education prepare you for the most common daily tasks that your role requires?
3. What surprisingly useful information have you learned through social media?
4. What additional training or education would you like to pursue while in this role?
5. What was your very first job after graduating?
6. What have you most recently learned either at or outside of work?
7. Do you ever miss going to school?
8. If you could go back & repeat your college years, what would you do differently?
9. What's the one thing that should be taught in school but isn't?
10. Did you study a foreign language in school?
11. Did you study abroad or would you have liked to and where?
12. Would you rather have a Ph.D. in an Arts program or a Bachelor of Engineering?
13. If you could instantly become an expert in something, what would it be?
14. Growing up, who was your most memorable teacher?
15. If you were lost in the woods, what skill do you possess that would be most helpful to survive?
16. Would you rather learn to speak a new language or play a new musical instrument?
17. How do you best like to learn: from people, videos or books?
18. Are there any subjects you wanted to study that weren't available at your school?
19. What's the most valuable thing you ever learned in school?
20. What advice would you give your younger self?

SCENARIO

1. Best sandwich ever. What's on it?
2. What would you do with an extra \$1,000 to spend only on yourself?
3. If you could have any superpower, what would it be?
4. If you could only eat at one restaurant for the rest of your life, which would you choose?
5. The zombie apocalypse is coming, what three people do you want on your team and why?
6. What would you do in life if money weren't an issue?
7. You have your own late night talk show, who do you invite as your first guest?
8. What's the strangest talent that might save you one day?
9. If you could only eat one condiment for the rest of your life, which one would you choose?
10. POV: You wake up as CEO, what's the first thing you'd implement?
11. You're writing your travel bucket list. What are your top three cities?
12. What work memory instantly makes you laugh?
13. You have a million dollars you have to donate to charity, which charity do you choose?
14. If you had to write your autobiography what would be the title?
15. What's the most embarrassing thing you've done on a work zoom call?
16. If you could live anywhere in the world, where would you live?
17. What's the craziest request you've ever received out of the office?
18. If you woke up to 3,000 unread emails & could only answer 300 of them, how would you choose which ones to answer?
19. If you had to delete all but three apps from your smartphone, which ones would you keep?
20. How would you describe the year 2020 to your children/grandchildren?
21. How would you sell hot chocolate in Florida?

TEAM

1. Any advice for your previous boss?
2. Are there any meetings or discussions you'd like to be included in that you're currently not?
3. What are three qualities are must-haves for new hires joining the team?
4. What's the first thing you think of when you hear the word "work"?
5. What mistake did you learn the hard way that you now help your teammates avoid?
6. When working remotely, do you have any "coworkers" (roommates, partners, parents, siblings, pets)?
7. What main tasks are you working on solving this week?
8. What corporate lingo would you be happy to never hear or say again?
9. Describe your biggest professional failure & what you learned.
10. How do you see your role on this team supporting your long-term career goals?
11. What's something you think everyone in this room likely has in common?
12. What personal trait is most helpful to you as an effective team member?
13. What do you most admire about the person sitting directly across from you?
14. What area or project do you believe you can offer your greatest contribution to the team?