

Best sandwich ever.  
What's on it?



1

The zombie  
apocalypse is coming,  
what three people do  
you want on your  
team and why?



5

If you could only eat  
one condiment for  
the rest of your life,  
which one would you  
choose?



9

What would you do  
with an extra \$1,000  
to spend only on  
yourself?



2

What would you do  
in life if money  
weren't an issue?



6

POV: You wake up as  
CEO, what's the first  
thing you'd  
implement?



10

If you could have  
any superpower,  
what would it be?



3

You have your own  
late-night talk show,  
who do you invite as  
your first guest?



7

You're writing your  
travel bucket list.  
What are your top  
three cities?



11

If you could only eat  
at one restaurant for  
the rest of your life,  
which would you  
choose?



4

What's the strangest  
talent that might save  
you one day?



8

What work memory  
instantly makes you  
laugh?



12

You have a million dollars you have to donate to charity, which charity do you choose?



13

What's the craziest request you've ever received out of the office?



17

How would you sell hot chocolate in Florida?



21

If you had to write your autobiography what would be the title?



14

If you woke up to 3,000 unread emails & could only answer 300 of them, how would you choose which ones to answer?



18

# SCENARIO



What's the most embarrassing thing you've done on a work Zoom call?



15

If you had to delete all but three apps from your smartphone, which ones would you keep?



19

# HOBBY



If you could live anywhere in the world, where would you live?



16

How would you describe the year 2020 to your children/grand children?



20

What song are you currently playing on repeat?



1

Of all the places  
you've traveled, where  
was your favorite?



2

Do you practice any  
sports?



6

What's your favorite  
board game?



10

If you could volunteer  
for one organization,  
which would it be?



3

If you could take a  
year off from work,  
what would you do?



7

Describe your perfect  
weekend.



11

What are you reading  
right now?



4

Can you play any  
instruments?



8

Is there a hobby that  
you want to start, but  
don't have enough  
time for?



12

What are your two  
favorite stress-  
relieving strategies?



5

If today was a holiday,  
would you rather  
spend your time hiking  
or reading?



9

What's your favorite  
restaurant in your city?  
What's your go-to  
order?



13

Name one task or activity people usually hate doing that you actually enjoy.



14

What three images would be on your vision board?



18

# FUTURE



If your pets could talk, what's the first thing they would say to you?



15

What are you currently watching on any of the streaming services out there?



19

What aspects of your current role most align with where you see yourself in five years?



1

What's your favorite part about living in your city?



16

What's your coffee/tea order?



20

What's something you want to do in the next year that you've never done before?



2

What's something (food or activity) that you tried reluctantly & turns out you like?



17

What skill do you have that you wish others took more of an interest in learning about?



21

What do you wish you could spend more time on both inside & outside the office?



3



What's one non-work-related goal that you would like to achieve in the next five years?



4

If today was New Year's Eve, what's one of your resolutions?



8

What question would you like to ask a time traveler from 200 years in the future?



12

What does your ideal day look like at age 65?



5

How does success look for you in the next three months within your role?



9

What's the most realistic hope for the future?



13

What's one thing you look forward to doing when you retire?



6

Would you rather live one week in the past or the future?



10

If you had to relive one day over and over; what day would you choose?



14

What's the first task you want to tackle tomorrow?



7

10 years from now, what will you miss the most about your present life?



11

If a genie offered to tell you everything about your future, would you accept?



15

If NASA asked you to live on Mars to start a colony, would you go?



16

# TEAM



What's the first thing you think of when you hear the word "work"?



4

What are you most looking forward to in the next year?



17

Any advice for your previous boss?



1

What mistake did you learn the hard way that you now help your teammates avoid?



5

What do you hope to be doing professionally 10 years from now?



18

Are there any meetings or discussions you'd like to be included in that you're currently not?



2

When working remotely, do you have any "coworkers" (roommates, partners, parents, siblings, pets)?



6

What's one thing you hope to accomplish in the next five years?



19

What are three qualities that are must-haves for new hires joining the team?



3

What main tasks are you working on solving this week?



7

What corporate lingo  
would you be happy to  
never hear or say again?



8

What personal trait is  
most helpful to you as  
an effective team  
member?



12

In what areas of your  
role would you like  
more support or  
coaching?



1

Describe your biggest  
professional failure &  
what you learned.



9

What do you most  
admire about the  
person sitting directly  
across from you?



13

Did your education  
prepare you for the  
most common daily  
tasks that your role  
requires?



2

How do you see your  
role on this team  
supporting your long-  
term career goals?



10

What area or project do  
you believe you can  
offer your greatest  
contribution to the  
team?



14

What surprisingly  
useful information  
have you learned  
through social media?



3

What's something you  
think everyone in this  
room likely has in  
common?



11

**EDUCATION**



What additional  
training or education  
would you like to  
pursue while in this  
role?



4

What was your very first job after graduating?



5

What's the one thing that should be taught in school but isn't?



9

If you could instantly become an expert in something, what would it be?



13

What have you most recently learned either at or outside of work?



6

Did you study a foreign language in school?



10

Growing up, who was your most memorable teacher?



14

Do you ever miss going to school?



7

Did you study abroad or would you have liked to and where?



11

If you were lost in the woods, what skill do you possess that would be most helpful to survive?



15

If you could go back & repeat your college years, what would you do differently?



8

Would you rather have a Ph.D. in an Arts program or a Bachelor of Engineering?



12

Would you rather learn to speak a new language or play a new musical instrument?



16



How do you best like to learn: from people, videos or books?



17

# PERSONAL



What are three positive words that people often use to describe you?



4

Are there any subjects you wanted to study that weren't available at your school?



18

What's the bravest thing you've ever done?



1

What are you most proud of accomplishing in this role so far?



5

What's the most valuable thing you ever learned in school?



19

What's an interesting fact about you that nobody in this room knows?



2

Are you a dog or a cat person?



6

What advice would you give your younger self?



20

What part of your daily routine do you most look forward to?



3

What's your most used emoji?



7

What's a recent situation you wish you handled differently?



8

Which celebrity do people say you look most like?



12

What's your most unusual workday habit?



16

What's your best recipe?



9

What's something your 10-year-old self would never believe about you today?



13

What's the best part about working remotely?



17

How has the pandemic shaped your outlook on a traditional 9-5 job?



10

What's the biggest challenge when working remotely?



14

Has your view on work/life balance changed in the past year?



18

What's one thing we could change at work that would improve your personal life?



11

What's the most sentimental or valuable item on your desk?



15

Is your role what you expected when you first accepted it?



19

What's your go-to lunch order that everyone knows you for?



20

What's the most sentimental gift you've ever received?



24

When do you wish you had asked for help sooner?



28

Do you prefer to receive recognition publicly or privately?



21

What story do you wish you had the occasion to tell more often?



25

What's your work from home morning routine?



29

What's your go-to work-from-home outfit?



22

What's the most valuable lesson you've learned from your past role?



26

What's the best piece of advice you've been given?



30

What's something we'd be surprised to know that lives in your home office?



23

What's your most favorite quote?



27