

**TRIBE 365**<sup>®</sup>  
High Performing Everyone

How To Build  
Performing

# QUESTION BANK

## Expanding on Base Questions

## How's things going

"How do you feel coming to work"?

"How do you feel the team work together"?

"Are there any specific areas within the dynamic you feel aren't working/need improvement"?

## What's your work/life balance like?

"What would help"?  
(Flexible working hours)

Time management-is time being spent wisely? Look at prioritising.

Map out daily structure and focus on short term goals-easier and more realistic to manage

## Are you getting enough from us?

"What could we offer you to help you develop/time manage?"

"Are there any areas in particular you feel you need support with?"

"Do you think you would benefit from further/specific training?"

## Is there anything you are struggling with?

Is the issue purely work related or is there some impact from personal life?

"What kind of things should we look at doing to help you overcome 'said' struggles"?

"Why is this a problem area?"

- In summary, these questions should give you an insight into the thoughts and feelings of your individual team members and therefore help you better understand how they work and where improvements are most needed. The aim is to bridge any gaps, allow honesty and reinforce that the employee has your backing and support - whilst encouraging them to have confidence in their own problem-solving ability.

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