

# Relationship Kickoff

## PERSONAL BACKGROUND

- I use the pronouns \_\_\_\_, what pronouns should I use with you?
- Where'd you grow up?
- Who are the important humans in your life? What are their names?
- Cats/dogs?
- What do you like to do when you're not working?
- Favorite music/movies?

## PROFESSIONAL BACKGROUND

- What's been your journey that's landed you here?
- What initially attracted you to \_\_\_\_ (marketing, sales, HR, etc) type of work?
- What type of work energizes you? Drains you?
- Thinking about your last role, what are you hoping you'll be able to bring into this role?
- What elements of your last role would you love to never do again?

## COMMUNICATION PREFERENCES

- How do you like to be recognized?
- What gets you up in the morning after a tough day?
- What's been the most impactful feedback you've received?
- When you received feedback you didn't agree with, what was it about the delivery that didn't work with you?
- What do you see as your communication strengths?
- If your confidence begins to slip, what should I pay attention to so that I can jump in and support your development?
- When you're stressed, what should I look for in how that might impact how you communicate and engage?
- When I have ideas that would help your work, what's the best way for me to bring those to you?
- When there's inevitability a time when we have a difference in opinion, how do we want to be with one another? What do you want to do?

## ASPIRATIONS

- What type of work do you imagine being present a year from now? 3 years?
- If money were no object, what would you do?
- If you knew you wouldn't fail, what would you do?

