

Quarterly Reflection Guiding Questions

The questions listed below are meant to guide a discussion on quarterly performance through thoughtful discussion and self-reflection. These questions are meant to open up a dialogue that can help us level-set on performance, expectations, and general self-awareness.

As part of our Q2 informal evaluations and reflections, please come to the meeting prepared to answer the following questions:

1. What are your reflections on your Q2 OKRs?
 - a. Identify and share a success and a challenge?
 - b. Anything you would do differently the next time?
 - c. On a scale of 1-10, how proficient do you think you are in developing strong OKRs? [We'll compare our ratings on this.]
2. What are your reflections through the first half of the year?
 - a. What have you been pleased with the most in terms of your performance?
 - b. Where are you challenged or wanting to perform differently?
3. What is one area you want to focus your efforts on growing professionally the second half of the year, and particularly Q3?
 - a. Is there any habit or skill you want to work on strengthening?
 - b. Will it require any additional coaching or training?
4. How can I best support you through Q3?
 - a. I will also share what I need from you in Q3.