

## Asking for Feedback: Questionnaire

The most effective leaders are those who receive the most feedback. Receiving feedback from your team will not only aid your leadership—when accepted gracefully, feedback can build and restore trust.

You can pick from this list of questions to ask for feedback from your employees. You can also use it for writing your own. The list starts with the easier questions to ask and becomes more and more directed toward your leadership.

**TIP!** Take notes. This signals that you find the feedback important, and the notes will help you act on the feedback afterwards.

Question	Your notes
What would have made this meeting better?	
What are the biggest barriers to our team's success, and what are our biggest opportunities?	
If you were put into my role tomorrow, what would be the first three things you'd do and why?	
What specifically can I do to support the team better? And you in particular?	
If you were to give me one piece of advice, what would that be?	
How can I improve team wellbeing (in terms of performance, engagement, retention, etc.)?	
Can you find two positives and two negatives to describe my relationship with the team? And with you?	
Which parts of my leadership style concern you the most? Which leadership style inspires you?	
What strengths do you see in my leadership? And what weaknesses?	
What do you appreciate most in your interactions with me? What do you wish I did more or less of?	

**TIP:** There is a separate questionnaire for exit interviews. Exit interviews are a critical way to receive candid feedback—feedback that may prevent others from leaving.