

1:1 Template Questions

MONTHLY - 1:1 Questions for ALL Staff

1. How are you (and your family) doing personally?

Why it matters: We value being Other-focused, meaning we care more about the person than what they do for us. This question opens up an opportunity to encourage and challenge beyond just job performance, but to the value of the individual.

2. What has God been speaking to you recently?

Why it matters: We value being a God First staff. Creating an opportunity to share what God is speaking to us personally helps us to prioritize our personal relationship with God and encourage one another in the things He is speaking to us.

3. Share with me something exciting going on in your ministry that I don't know about.

Why it matters: Encourages celebrating wins, builds morale, and gives managers insight into strengths and passions.

4. Is there anything you are working on that feels unclear or that you feel you have not been empowered or equipped to do what is needed to accomplish what has been asked?

Why it matters: Keeps alignment with purpose and gifting central, and helps refine role clarity and delegation.

5. What's one thing I am doing well and one thing I can improve upon?

Why it matters: Promotes a culture of two-way feedback and continuous improvement.

6. In your ministry area data in PCO and your leadership pipeline, let's discuss new opportunities, workflows, and follow up on current and potential volunteers and leaders.

Why it matters: It connects data to pastoring and care for people, prioritizes who we need to follow up with, supports growth and healthy volunteer teams and helps us steward the people God has entrusted to us.

7. What else do we need to talk about?

Why it matters: Provides opportunity to bring up new projects/assignments, follow-up questions from previous meetings, vision clarity, etc.

8. Share with me a story of one or two people you've connected with this week or what is happening within our campuses and/or your team?

Why it matters: Helps us stay focused on others, care for them, and celebrate life changes.

9. Are there any challenges across our campuses and/or your team that we should discuss, and what are some solutions to these challenges?

Why it matters: Encourages proactive thinking and stewardship of time and resources across multiple teams or campuses.

10. How can I pray for you this week?

Why it matters: Ends the meeting with pastoral leadership and practical care, reinforcing trust and spiritual connection.