

Questions to initiate a career conversation

Skills and Strengths

- What have you always been naturally good at?
- What can't you keep yourself from doing?
- What are you known for?

Values

- Looking back, what's always been most important to you in life and in work?
- What issues or problems do you feel most strongly about?
- What are your top three values or things you hold most dear?

Interests

- What do you enjoy learning about most?
- What do you wish you had more time for?
- How would you spend your time if you didn't have to work?

Dislikes

- What kind of work have you typically gravitated away from?
- What tasks routinely get pushed to the bottom of your to-do lists?
- What bores you?

Preferences

- What aspects of past jobs have you loved most?
- How do you like to work?
- What kinds of work settings/spaces help you do your best work?

Weaknesses/Opportunities

- What lessons do you find yourself learning over and over again?
- How do your strengths sometimes work against you?
- What skills do you appreciate in others that you don't appreciate in yourself?