

**A Reference List of Useful  
Reflection and Feedback  
Questions to Accelerate  
Your Growth and Awareness  
as an Effective Leader**



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## Reflection Questions

Becoming more effective as a leader requires continuous growth, self-awareness, and the ability to adapt and respond to new challenges.

One of the most powerful tools that can significantly accelerate leadership growth and development is the practice of reflection.

By dedicating time each day to reflect on their experiences, leaders can gain valuable insights, learn from their mistakes, and cultivate a deeper understanding of themselves and their impact on others. In this article, you will learn why reflection questions are helpful in accelerating leadership growth and awareness, and you will discover a list of useful reflection questions that effective leaders can incorporate into their daily routine.

Reflection questions help leaders assess their daily achievements and challenges.

By reviewing their accomplishments, leaders can acknowledge their progress and build confidence. Simultaneously, reflecting on challenges offers an opportunity to identify areas for improvement and develop strategies for overcoming similar obstacles in the future.

Leaders who align their actions with their core values and leadership principles build trust, inspire others, and foster a positive work environment. Reflecting on whether their behavior aligned with these guiding principles allows leaders to evaluate their authenticity and make necessary adjustments to ensure they lead with integrity.

Effective and clear communication is also a cornerstone of successful leadership.

Reflecting on how one communicated with their team helps leaders assess their clarity, openness, and ability to listen actively. Leaders can evaluate whether they effectively conveyed their expectations, provided constructive feedback, and created an environment that encourages open dialogue.

Great leaders invest in their team's growth and success.



Reflection questions that focus on supporting and developing team members allow leaders to evaluate their effectiveness as mentors and coaches. They can reflect on how they provided guidance, recognized achievements, and empowered their team members to reach their full potential.

[Effective Leaders](#) consider how they can improve and handle conflicts or difficult situations better each day.

Leaders often encounter challenging situations that require strong conflict management skills. Reflection questions regarding conflict resolution enable leaders to assess their ability to remain calm, empathetic, and objective in such scenarios. It helps them identify areas for improvement and find strategies to enhance their conflict resolution skills.

Reflecting on priorities help with managing your time and energy.

Effective time management and energy allocation are crucial for leaders to maximize productivity and maintain a healthy work-life balance. Reflection questions related to time management allow leaders to evaluate their ability to prioritize tasks, delegate responsibilities, and avoid burnout. Leaders can reflect on whether they focused on high-impact activities and made time for self-care.

Thoughtful reflection leads to improved empathy and a more positive culture.

Leaders who cultivate a positive work culture built on trust and empathy create an environment where employees can thrive. Reflection questions related to empathy and culture allow leaders to assess their ability to understand and connect with their team members' needs and emotions. Leaders can reflect on whether they actively promoted a positive work environment, supported employee well-being, and celebrated achievements.

And reflection encourages self-care and maintaining your well-being.

Leaders who prioritize their well-being are better equipped to lead effectively. Reflection questions related to self-care help leaders evaluate whether they took time for themselves, managed their stress levels, and maintained a healthy work-life balance. Leaders can reflect on whether they practiced self-care activities, set boundaries, and nurtured their physical and mental health.

Reflection is a powerful practice that accelerates leadership growth and self-awareness.

By incorporating daily reflection questions into their routine, leaders can gain valuable insights, improve their decision-making abilities, and enhance their relationships with their team members.

The questions provided below are powerful tools for you to consider as you grow yourself and seek to have a more positive impact on your team performance.

Remember, the key lies not just in asking the questions but in taking the time to reflect deeply and act upon the insights gained, so setting aside at least 10-15 minutes each day is a vital part of your leadership development.

In fact, [one study](#) found that “employees who took 15 minutes to reflect on what they learned at the end of the day performed 23% better after 10 days compared to employees who did not!”

Reflection questions provide leaders with an opportunity to gain valuable insights into their actions, decisions, and interactions. By taking a step back and analyzing their experiences, leaders can identify patterns, recognize their strengths, and become aware of areas where improvement is needed

Self-awareness is a key trait of effective leaders, and reflection questions play a vital role in developing this attribute. By asking thoughtful questions, leaders can evaluate their strengths, weaknesses, and areas for growth.

Enjoy the list that follows... And if ever you are looking for a [team leadership speaker](#) or [executive coach](#) to improve your workplace interactions and culture, I would be honored to talk with you...



## Questions About Your Team's Morale and Performance

Is Each Member Over-performing, On Track Or Under-performing?

What Resource Recommendation Can I Send Someone This Month?

Does My Team Know What Success Looks Like For Their Role?

Does My Vision For The Team Member's Trajectory Line Up With Their Vision?

In The Last Six Months, Has Each Member Of The Team Grown?

If I Could Just Wave A Magic Wand And Replace This Position, Would I?

Does My Team Know What Their Superpowers Are?

Who Haven't I Heard From?

How Well Do I Know My Team Members? How Well Do They Know Each Other?

Have I Made A Difference To Each Member Of My Team This Week?

Have I Expressed Gratitude To Every Single Person On My Team Recently?

Do I Know What's Important To My Boss Right Now?

Is Anyone on the Team Looking to Leave, and Why Might They?



### REFLECTION QUESTIONS:

- HOW DOES IT FEEL TO BE LED BY ME?
- WHAT WENT WELL / DIDN'T GO WELL TODAY THAT I CAN LEARN FROM?
- WHAT WOULD SOMEONE I ADMIRE LIKELY DO ABOUT THAT ISSUE?
- WHAT AREA DO I NEED TO GROW IN NEXT?

**Questions About Your Effectiveness As A Manager**

What am I most proud of from the previous day?

How did I lead well yesterday; what is a success?

How did I stumble as a leader yesterday?

If I lived yesterday over again, what would I do differently?

What lesson or learning moment do I want to take from yesterday?

What am I thankful for right now?

What did I read or listen to or consume yesterday that was of interest?

What picture/video did I take yesterday or wish I had taken?

Does The Team Know What Our Mission Is?

What Have I Been Hesitating to Share, Create or Take Action On?

How Can I Drive Conversation Across the Team?

Is Anyone On The Team Just Cranking Out Work Without Context?

What More Can I Say No To?

Could My Team Function Without Me?

What's One Thing On My Plate That I Can Delegate To My Team?

When Was The Last Time I Asked For Feedback?

How Many Times Did I Ask Questions Versus Give Answers This Week?

What are my top three priorities today?

Is what I'm doing right now the best use of my time?

Is what I'm working on helping me make progress towards my goal?

What is the most important thing to communicate today, and with whom?

Whom did I publicly recognize for a behavior that exemplifies our culture?

Where did I provide value this morning / this afternoon (be specific)?

Have I had a good balance of speaking AND listening?

What can I do today to help my team excel?

What Would Be A Completely Different Approach To This Project Or Problem?

Am I Hearing The Group's Problems?

Each afternoon, or each morning, if you will invest 10-15 minutes in considering a few of the above questions, you will find yourself becoming more aware of your team and yourself, and becoming more effective in getting the results you want.

You will gain a greater perspective on your impact, and will accelerate your leadership growth as you identify and improve patterns in your behavior.

The habit of reflection will make you a more effective and productive leader.

### **Feedback Questions**

Feedback questions are like steroids for becoming a more effective leader.

The information you gather from coworkers and peers can provide the most valuable and actionable information that you will receive for your own professional and personal development... and it is something that you can collect more effectively.

Soliciting helpful feedback successfully and then taking action on those insights is how you will become a more effective leader more quickly.

Asking feedback questions allows leaders to gain valuable insights into their strengths, weaknesses, and areas for improvement. By seeking input from their team members and peers, leaders receive diverse perspectives and uncover blind spots that they may not have been aware of.

According to a study by the [Harvard Business Review](#), leaders who actively seek feedback from their team members are more likely to have a higher level of self-awareness and are perceived as more effective leaders.

The act of requesting feedback from others can significantly improve a leader's performance. By soliciting feedback on specific areas such as communication, decision-making, or team collaboration, leaders gain valuable information that can help them refine their skills and approaches.

Research has shown that leaders who actively seek feedback are more likely to be rated as highly effective by their peers and employees.

And there are FIVE DISTINCT STEPS to ensure that the feedback you get allows you to move forward productively.

### **1 – choose the right people**

Select individuals that you admire for their honesty and their insights. Don't only look to friends... look to the thoughtful and trustworthy individuals that you have known long enough to have built a reputation and established some history.

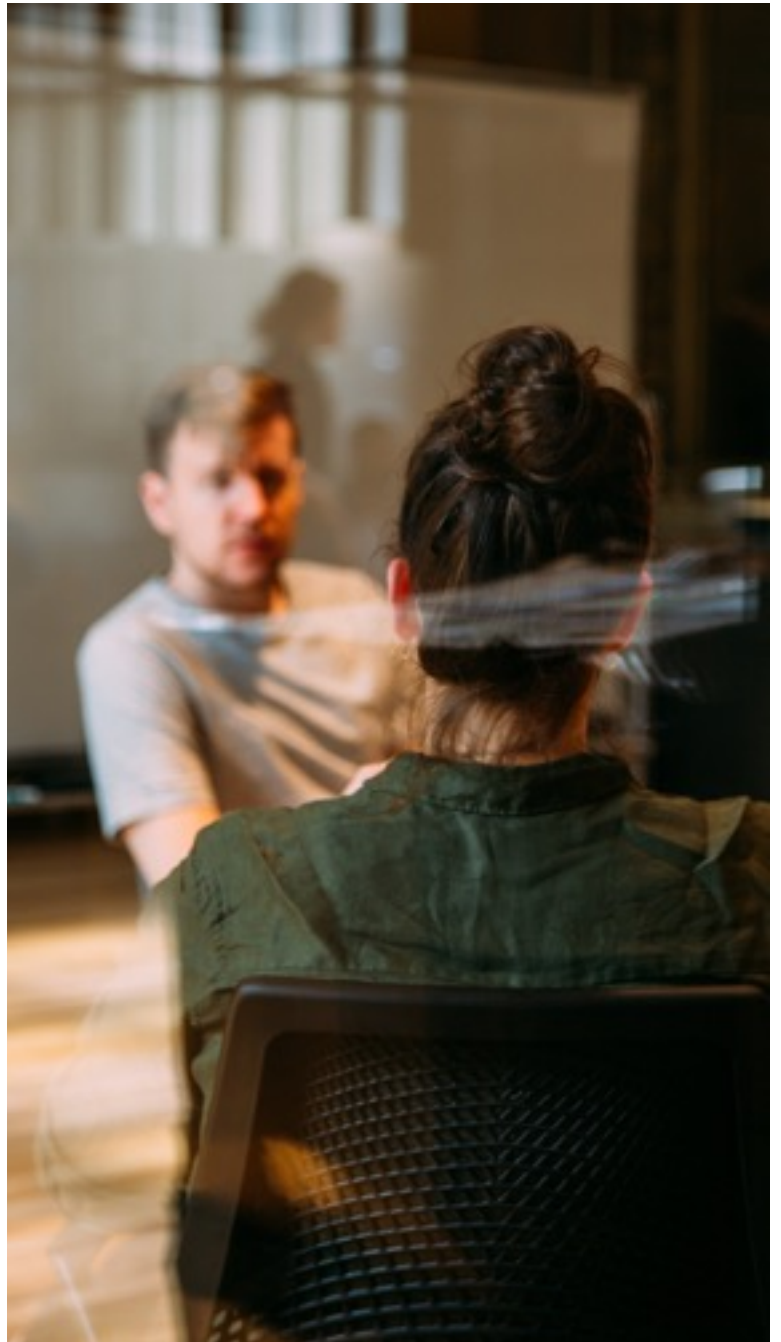
Their perception of you from those past interactions are incredibly valuable.

### **2 - ask for their help to get better**

Go into your feedback request conversation openly and vulnerable. Be honest about the fact that you are committed to improving your impact on the team, and explain that because you respect their perspective you would like to ask for their help in sharing what they have observed.

### **3- share a few specific questions**

Most failure is the result of vagueness. Be sure to ask for specific areas of focus to help them be clearer about delivering helpful responses. Ask them for specific examples of the traits they may mention.





#### **4 – take notes and be grateful**

Be sure to take down what they say, so you don't remember it differently later... Don't allow defensiveness or emotions cloud your willingness to digest and consider their comments. And then be sure to sincerely thank them for their time and their honesty and the help they gave.

#### **5 – follow up with what you applied**

Lastly, just like any survey, the important thing is to follow through and communicate what you are going to do (or already doing) as a result of their feedback. You may not make drastic changes as a result of their ideas, but you want them to know that their time and thoughtfulness were worthwhile and considered as you continue to try to improve your results and relationships.



By setting aside 15 minutes each day to request feedback, [effective leaders](#) create a habit of continuous improvement. This regular practice allows leaders to address issues promptly, make necessary adjustments, and adapt their leadership style to better meet the needs of their team.

As a result, leaders can drive positive change and create a culture of continuous learning and growth.

To harness the benefits of feedback, leaders should dedicate 15 minutes each day to ask for helpful feedback from their team members and peers.

**Here are a few useful feedback questions you can ask:**

How can I better support your professional development and growth?

What specific actions can I take to improve team collaboration and synergy?

How can I leverage my strengths to help the team more than I am?

How can I create a more inclusive work environment?

What opportunities for growth and learning would you like to see?

What steps can I take to enhance the work-life balance of our team?

What are three words that you would use to describe me?

What do you see as my greatest strength?

When would you most want me on your team?

When would you least want me on your team?

What do you want me to keep doing?

What do you wish I would stop doing?

What is my most unique strength that you've noticed?

Do you think I'm a good listener?

Do you think I'm engaging and persuasive when speaking?

Do I get my point across clearly and convincingly?

What have I done in the past few months that helped you?

What have I done in the past few months that made it hard for you?

When have you observed me at my best? What were the conditions?

How would you describe me to a friend?

What's one thing that you think I could benefit from learning?

If you ran the company, what's one thing that you would do differently?

In what ways can communication between leadership, managers or staff be improved?

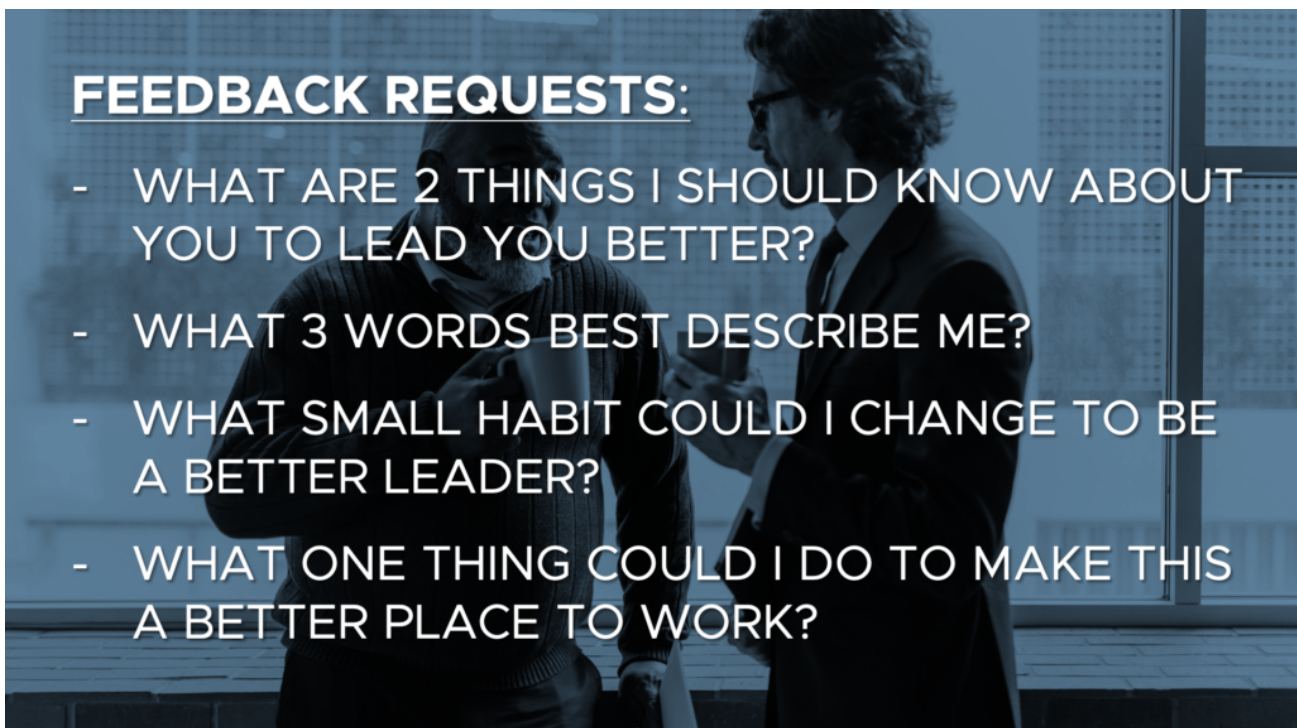
How could I make you feel more valued at work?

What's one thing we could do to make you enjoy working here more?

What are other people here thinking but afraid to mention?

Which company value would you like to embody more?

Feedback request questions serve as a catalyst for leadership growth and awareness. By actively seeking feedback from team members, leaders gain valuable insights, identify areas for improvement, and strengthen their relationships.



The provided list of useful feedback questions above can guide leaders in initiating meaningful conversations that promote continuous improvement, collaboration, and personal development.

And for people seeking to gain perspective from outside their workplace and benefit from the experience of better questions and an accountability partner, an [executive leadership coach](#) can be a tremendous way to shorten your path to becoming a more effective leader.

Remember, the key to benefiting from feedback is not just in asking the questions but in actively listening, reflecting, and taking action based on the insights gained.

Asking feedback questions demonstrates a leader's commitment to open communication and a willingness to learn from others.

The act of asking feedback questions not only drives personal and professional growth but also strengthens relationships and contributes to the overall success of the team.

Sean Glaze delivers engaging [conference keynotes](#) and interactive [team building events](#) that help healthcare and education leaders build more positive and profitable cultures.

Sean is also an author, and each of his four books, [The Unexpected Leader](#), [Rapid Teamwork](#), [The 10 Commandments of Winning Teammates](#), and [Staying Coachable](#), are entertaining parables with powerful take-aways for team growth and leadership!



*What issues are YOU dealing with that would disappear if you could [build a team culture](#) that inspired connection, accountability, and a team-first attitude?*