

PROBING QUESTIONS FOR MEANINGFUL DISCUSSIONS

Choose the right question, at the right time!

What is my goal?

LEVEL 2

DISCOVER COMMON GROUND

find shared interests and build new relationships

1. How do you spend free time?
2. What I like to do on a Friday night
3. Most prized possession
4. My favorite app
5. What does your perfect day look like?
6. Favorite show(s) to watch
7. Who are the most important people in your life?
8. What role does religion or spirituality play in your life?
9. Which do you wish you had more of . . . time or money?
10. Something new I'd like to try or learn

LEVEL 1

BREAK THE ICE

surface questions to stimulate casual conversation

1. Foods I can cook
2. Worst job ever
3. Fantastic fruits
4. Fun card game
5. Farthest place I've traveled
6. Beautiful beach I want to see
7. Animated film I'd view again
8. Chinese food I always order
9. Favorite candy treats
10. Favorite nursery rhyme or fairy tale



LEVEL 3

REALLY GET TO KNOW YOU!

probing prompts that get to the real you

1. A stressful experience you lived through
2. Your claim to fame
3. A mistake or failure you learned from
4. An important turning point in your life
5. The hardest choice you had to make
6. What motivates me?
7. What makes me impatient?
8. My greatest work challenge
9. What makes me happy despite any mood?
10. Last time you said sorry and meant it

LEVEL 4

DEEP DIVE

have deeper discussions to address specific challenges

DIVERSITY

1. What makes you different?
2. A time you shared an unpopular idea
3. What's your generation's biggest challenge when it comes to acceptance?
4. Why do you seek out people similar to you as friends?
5. What would be hardest about having an unseen difference?



TEAM DYNAMICS

1. What inhibits trust in our team?
2. How do we show respect for one another?
3. How can we better support each other?
4. How do we celebrate success?
5. What de-motivates our team?

STRESS MANAGEMENT

1. What most relaxes you?
2. What work task would you most like to avoid?
3. Where is your favorite "quiet" place?
4. When I'm stressed I _____.
5. What's your favorite time waster?

HAPPINESS AT WORK

1. The work that's most meaningful to me
2. Something you're thankful for at work
3. How do we encourage/discourage risk-taking?
4. Who deserves an office MVP award? For what?
5. A good thing I accomplished last week

WHERE TO FIND MORE QUESTIONS?

All the prompts shown here are drawn from the Silver Series Thumballs.

Questions are curated with the assistance of subject matter experts.

For great activities using these questions & more, Silver Series Thumballs are available for purchase at officeoxygen.com.



Silver Series Thumballs and more discussion prompts at officeoxygen.com