Analytical
Who has benefited from information or facts you provided this year?

What data have you synthesized in recent months?

How have you made trends or decisions clearer with your analysis?

Context
What is an anecdote or story from your results this year that supported our team's goals or a customer's experience?

How have you used research to support this year's goals?

Looking back, what did you learn from past performance this year?

Futuristic
What did you envision at goal-setting time that came true and created positive results?

Combining a look-back with the future, what could our team do to take your performance to even higher levels next year?

How did you help to create the future that we're in today by looking ahead a year ago?

Ideation
How did you generate your best ideas last year?

What colleagues or customers lit up your idea engine? What results did you get because of it?

Where did the team benefit most from your love of creative ideas and open thinking?

Input
How did your love of learning strengthen your performance this year?

How did you share your knowledge with others in a way that contributed to the team?

How did you turn something that was intellectually stimulating into a thing that benefited your performance this year?

Intellection
Where did your deep thinking or research help your projects and responsibilities this year?

What is an example of a big idea you had last year that supported a team or individual goal at work?

When did colleagues or customers lean on your research, thinking, or deep knowledge last year?

Learner
How did you apply your love of being a lifelong learner to your work last year?

How did your curiosity or love of learning create progress on the team last year?

Looking back, what are you most proud of learning this past year?

Strategic
How did you simplify something that was challenging for the team to unravel?

How did you create efficiency last year by quickly sorting through a lot of options?

How did you help someone (or a team) see a big picture view on something that led them to get unstuck?

Adaptability
What's an example of a situation where you used your flexibility to get results?

When did you keep a project from going off the rails this year?

How did you contribute this year during a moment of change?

Connectedness
How did your sense of purpose or intuition help you get results this year?

When did you use your internal partners or career network last year to get better results?

What's an example of a time when you saw the potential ripple effect of an action last year, and it supported progress toward team goals?

Developer
What's an example of a person you helped to grow last year?

Looking back, how did you help others or recognize people in a way that supported performance this year?

Who did you partner with last year to help them develop in a new way?

Empathy
What nuance or emotion did you notice last year that allowed you to solve a problem?

When did you notice something important about someone's buy-in last year that kept an important project on target?

When did you help someone last year when they were having a bad experience?

Harmony
When did you see the practical side of something that helped others break through their stalemate this year?

How did you diffuse a tense situation last year so that results could move forward?

When did you find common ground amongst a group of people who were not making progress at work? How did it happen?

Includer
When did you bring out an important voice (and insight) on the team that hadn't been heard?

What's an example of a time when you helped someone feel like part of the team and the culture here?

What's an example of a situation where you brought in more stakeholders, end-users, or collaborators than we've done in the past - and it got you good results?

Individualization
How did you help someone else see something they're good at this year so that they could improve performance?

Last year, what's one customization you made that you're most proud of?

How did you use personalized communication to build relationships at work this year?

Positivity
What's an example of a meeting, event, or situation where you consciously brought a specific energy into the space in a way that opened up results?

Last year, when did you make a colleague or customer smile when they didn't expect it?

When did you bring levity or tone into your work in a way that boosted performance or customer experience?

Relator
How did a close relationship at work help you get things done this year?
Example?

For peer reviews, who do you want me to reach out to about getting feedback on your work?

When did your genuine, authentic style help you build an important relationship at work last year?

Activator
When did your sense of urgency reap big rewards this year?

What's an example of a situation where you acted quickly when the team was uncomfortable with it? How did it help the team get results?

When did you notice a good response this year when you made something happen surprisingly fast?

Command
What's an example of a situation you took charge of, and the team saw great results from it?

Where did you influence the thinking of others last year in a way that supported high performance?

When did your decisiveness help the team reach a goal this year?

Communication
What's an example of a time when you talked something out in the moment, and it helped the team get unstuck?

How did you bring your communication strengths into a remote or hybrid work environment last year?

Last year, when did you use a story, anecdote, or metaphor to help someone break past the status quo?

Competition
When did you use comparative data to create an insight about the industry or insightful trends last year?

How has your competitive spirit helped you step up your performance this year?

What's a win you're proud of from last year?

Maximizer
How did you take something okay, and make it awesome last year?

Where did you see potential in a person or process last year, and turn it into a boost in performance?

Where did you apply the idea of continuous improvement last year at work?

Self-Assurance
What's an example of a situation where you followed your gut last year, and it helped you solve a problem?

When did you believe in yourself in a big way last year?

When did you take a risk that served team goals last year?

Significance
What's your proudest accomplishment from last year?

What did you accomplish last year that should have gotten more visibility?

What's an example of something you worked on last year that made a big difference on the team?

Woo
How have you used your comfort in large groups to perform at work this year?

What's an example of a situation where you used your broad network to get work done more efficiently this year?

Where did you frame up communication in a way that others resonated with?

Achiever
When did you knock out an awesome list of tasks or projects last year?

What's an example of a situation where you used your desire to get things done to create a greater momentum on the team?

How did you turn a big vision into bite-sized steps in a way that allowed the team (or yourself) to get results?

Arranger
When did you creatively use resources on the team to get something done on the fly?

What's an example of a time when you had a lot to juggle, and you got results without letting any balls drop?

What situation are you proud of when you look back over the year and think about a big event or project you pulled off?

Belief
How did you use your sense of purpose to solve a problem last year?

When did someone depend on you in a big way last year, and it boosted the team's results?

What's the most important thing you contributed to the team last year?

Consistency
What's an example of a daily habit or system you used last year to create predictable performance?

What routines or processes worked best for you last year? How did they impact others?

Where did you bring a sense of fairness to the team in a way that contributed to performance?

Deliberative
What's an example of a situation where you helped the team to mitigate an important risk last year?

Where did you see downstream impact last year that others did not?

How did you help others think through an important decision last year?

Discipline
What's an example of a situation where you offered order in the face of chaos around you?

How has your ability to stay organized helped the team this year?

When did you prioritize the *right thing* when the people around you wanted *everything* from you and you only had time for a fraction of it.

Focus
What's an example of a situation where you had a single-minded focus on a goal that you crushed?

How did you track your progress last year in order to achieve more than expected?

When did you go into "heads down" mode and knock out something significant last year?

Responsibility
When did you pick up the slack where a ball was about to be dropped last year?

What moment are you most proud of where you helped out a colleague or customer last year?

What goal did you achieve last year because you had an inner-drive to keep your promise of the goal you set?

Restorative
What's the most interesting problem you solved last year?

Where did you help a team unravel a complex situation, even though some people wanted to use the Band-Aid or temporary solution?

What's something you made better last year?