

Deep Understanding Exercise

How it works

This is meant to be filled out as a team and shared with each other.

1. You go first. Share your own answers before asking for theirs.
2. Invite, don't force. Let people share at their own comfort level.
3. Listen to understand. Don't solve or fix. Just listen.

Deep Understanding Exercise

Who I Am

Where I grew up and what shaped me is...

Something most people don't know about me is...

What Matters to Me

Outside of work, what's most important to me right now is...

What motivates me when things get hard is...

Space for notes



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Where I Want to Go

Professionally, what I'm working toward in the year ahead is...

Personally, what I'm working toward in the year ahead is...

In 2 to 3 years, where I hope to be is...

How You Can Support Me

What would help me do my best work right now is...

The best way to support me when I'm struggling is...

Remember: People's lives and motivations change. Come back to this conversation regularly. What someone needs from you today may be completely different six months from now.

