



## **Recommended 1:1 Format**

### **1:1 Framework**

- 1:1 are discipleship opportunities
- Opportunities to identify areas where there is a lack of clarity with their roles and expectations
- Ensure they are focused on the right things and advancing in their areas of influence
  - They should know and be able to articulate the top 1-3 things that, if executed, would make a significant impact in their own areas. (If they don't know or can't articulate, they are working on the wrong things.)
- Determine if there are barriers in the way of executing and how you can help
- Ensure that they know their people

### **1:1 Recommend Questions**

1. Pray first
2. Soul check-in
3. How is your spiritual growth plan going?
4. Follow up on action items from the last meeting.
5. What are you working on to develop yourself as a leader?
6. What are your top three areas of focus for each area of influence?
7. What is getting in your way of execution? How can I help?
8. How are your people doing?
  - a. Who is outperforming?
  - b. Who is underperforming?
  - c. Who is struggling?
  - d. Who are you developing?
9. What am I doing that is helpful and what am I doing that is not helping?
10. List/Slack action items from this meeting.