

What's this then?

Hiya, I'm Keith. This is my [engineering manager readme](#) which outlines how I like to work Basically, I believe in servant leadership. This essentially means that I am here for you (bit more to it, feel free to read up on it if not familiar), will not tell you what to do but will coach, mentor, solve impediments and course correct as well as set context. We'll talk to each other a lot via 1:1s. Although we will talk about about process, things you are working on, status updates for projects etc - we will also be talking a lot about you. I expect you to think about yourself and have a plan for yourself and I'll be helping you do that.

Essentially it comes down to *"What's your career aspiration?"*

What do I do?

I'd like to get to know you and figure out what makes you tick, expectations on me, etc, etc. So, would you mind doing the following?

- ***Make a copy of this doc***
- Share it back to me (Keith) so that we can discuss stuff privately.
- Then, think about the Qs and answer them (in your head at least or ideally by writing answers here)
- Discuss with me
- Happy Days!

Questions to Consider

On a scale of 1–10, how happy are you at work right now ?

What motivates most about working at Push Doctor?

What do you think about when you have nothing to think about? I.e. does your mind drift toward work stuff and if so, what exactly?

What excites you the most in your day to day work or makes you happy ?

What is it you like doing at work ?

What makes you sad or impacts your motivation ? i.e. what frustrates you ?

What skills do you get to use the most?

Do you have any skills/muscles that you feel you aren't being using often enough?

Is there anything preventing you from doing your job as well as you'd like?

Is there knowledge areas or skills you'd like to develop to help you be more effective?

What is one thing I could do to support you better?

Do you feel stressed or what makes you feel stressed?

Do you do things you enjoy outside of work to manage any potential stress?

How could we improve the way our team works together?

What are your short term career goals (<6 months)?

What are your longer term career goals (>6 months)?

Can you create/write a timeline for the next 1-3 years of your personal position, i.e. your aspiration?

What do you need from me/others to achieve your short and long term goals?