

Communication Style Questions for a Connector:

Positive, relationship-based, warm and calm, eye contact—connect.

1. Tell me more about yourself. What don't I know about you? (Share some things about yourself)
2. What are you the proudest of in your life?
3. What do you feel you are really good at?
4. How much oversight do you need?
5. If you need oversight or structure, where would that be and how would we do that?
6. Where would you like to grow?
7. Why do you love social services?
8. If you imagine us being a huge success, what does that look like?
9. If things are going well, how do you like to be rewarded?
10. When there are places where things can improve, how do you think we should discuss that?
11. I like to be sure my team is feeling strong and supported. How will I know if you aren't feeling that way?
12. What kind of environment helps you work the most effectively?
13. What makes working effectively difficult?
14. What would you like to accomplish in the next 90 days?
15. What would be helpful for you to ask me?

Communication Style Questions for Planners:

Task-oriented, step by step, black and white, loyal, loves rules, hard to read

1. Tell me a little about yourself. (Share some things about yourself)
2. What are some of the things that are most important to you?
3. What do you think you contribute to a team? (They won't like bragging so this will be tough for them)
4. What processes do we do well?
5. Where can we improve our processes?
6. Is there anything you'd like to get better at that you think would help you and your team?
7. Why do you work in social services?
8. If you imagine Jewish Family Service LA being very good at what they do, what does that look like?
9. What kind of environment helps you work the most effectively?
10. What makes working effectively difficult?
11. What structure/boundaries do you think we need to have in place to provide the best services to our clients?
12. If things are going really well, what are good ways for me to show my appreciation for your work and the work of the team?

13. When there are places where things can improve, how do you think we should discuss that?
14. I like to be sure my team is feeling strong and supported. How will I know if you are not feeling that way?
15. What would you like us to do as a team in the next 90 days?
16. What would be helpful for you to ask me?

Communication Style Questions for Thinkers:

Quiet, slow to answer, loves facts/information, ideas, and theories, future plans and fixing things, dislikes small talk and emotions.

1. Tell me about yourself. (Share some things about yourself)
2. Why do you work in home care?
3. What do you think you contribute to a team?
4. If there was something you could do to be better at your job that could be taught, what would that be?
5. What do we do well at Jewish Family Service LA?
6. Where can we improve?
7. What does success look like at Jewish Family Service LA? How would we measure that?
8. What structure do you think we need to have in place to provide the best care?
9. What kind of environment helps you work the most effectively?
10. What makes working effectively difficult?
11. If I were going to reward good work, what would the reward be?
12. When there are places where things can improve, how do you think we should address that?
13. I like to be sure my team is feeling strong and supported. How will I know if you are having a problem?
14. What would you like Jewish Family Service LA in our department to be doing as a team in the next 90 days?
15. What questions do you have for me?

Communication Style Questions for Movers:

Like to talk and move, fast paced and direct, short answers, no rules, love fun and adventure and accomplishment.

1. Tell me about yourself. (Share some things about yourself)
2. Why do you work in social services?
3. What do you think you contribute to a team?
4. If there was something that would help you achieve more, what would that be?
5. Where are we strong?
6. Where do we need to improve?
7. What does success look like at Jewish Family Service LA in our department? How would we measure that?

8. What kind of environment do you work in best?
9. What environment gets in the way of your work?
10. What rewards do you like?
11. When there are challenges, how should we discuss that?
12. I want my team feeling strong and supported. How will I know if you have a problem?
13. Where would you like Jewish Family Service LA in your department to be in 90 days?
14. What questions do you have for me?