

Manager Reflection Questions

Use these questions intentionally to build leadership pipelines by identifying talent, developing talent, providing coaching and support, and reflecting on pipeline health.

Use These Questions With:

- Supervisors
- Program managers
- Leadership teams
- One-on-one check-ins

Identifying Talent

- Who consistently steps up without being asked?
- Who demonstrates leadership influence among peers?
- Who is ready for additional responsibility?

Developing Talent

- What stretch opportunities am I providing?
- How am I intentionally building leadership skills?
- Where am I assuming readiness instead of preparing for it?

Coaching & Support

- How often am I providing developmental feedback?
- Am I coaching for growth or just managing tasks?
- Who needs more support to succeed?

Pipeline Health

- If a leadership role opened tomorrow, who would be ready?
- Where are our biggest leadership gaps?
- How well does our development approach align with our mission?

Final Reflection

Leadership development is not a program — it's a responsibility!