Observation: "I've noticed that our team updates have been getting shorter lately."

Prompt: How might that impact clarity or collaboration? What could we adjust together?

Observation: "You jumped in to help a coworker finish a project last week."

Prompt: What impact did that have on team morale? How can we keep encouraging that teamwork?

Observation: "There have been a few missed deadlines on recent reports."

Prompt: What obstacles are getting in the way, and how can we problem-solve together?

Observation: "During meetings, I've seen a few people hesitate to speak up."

Prompt: What could we do to make the environment feel more open for everyone?

Observation: "You handled that client conflict really calmly."

Prompt: What helped you stay grounded, and how can we apply that approach as a team?

Observation: "I've noticed that our team updates have been getting shorter lately."

Prompt: How might that impact clarity or collaboration? What could we adjust together?

Observation: "The way you summarized the key points in today's meeting was so clear."

Prompt: How can we incorporate that structure into future team updates?

Observation: "You seemed frustrated during the planning discussion."

Prompt: What part of the process is causing stress, and how can we make it smoother?

Observation: "You've been taking the lead on several new projects lately."

Prompt: What support do you need from me or the team to keep that momentum going?

Observation: "We've been getting great feedback from clients about your responsiveness."

Prompt: What's been working well for you, and how can others learn from your approach?

Observation: "You've been jumping in to solve issues right away during team discussions."

Prompt: How has that approach helped keep projects moving and are there moments where it might unintentionally limit others from sharing ideas?

Observation: "Several people mentioned how approachable you've been during this busy season."

Prompt: What helps you stay open and responsive under pressure, and how can we model that across the team?