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As an HRBP (Human Resources Business Partner), making the most of your 1:1s with your stakeholders is critical to your success.

This is your opportunity to demonstrate your full breadth of expertise while rooting out underlying issues — to build the kinds of long-term relationships and trust necessary to do your job effectively: to influence without authority, to get buy-in and partnership on People initiatives, to effect change across the company.

But too many HRBPs don't know where to start. How do you help someone who doesn't come to you for support? How do you help mitigate challenges and maximize opportunities when you're left out of critical discussions and only ever brought in once it's time for damage control?

The answer, of course, is coming to your 1:1s prepared with the right questions. Below, we've included a list of questions (sorted by category) for you to lean on in your next HRBP check-in.

Note: This isn't our full resource, so feel free to check out our On-Demand Webinar: [The undervalued HRBP: How to get your leadership team to actually listen.](#)

Executive coaching

- On a scale of 1 - 5, what have your stress levels been this past quarter? What would it take to get that number down?
- On a scale of 1 - 5, how motivated are you when you log into work every day? What would it take to get that number up?
- How would your team characterize your top strengths and growth opportunities as a leader? What data tells you this, and how are you leveraging this information in your everyday leadership?
- Who is someone on the leadership team you admire? Why?
- What recent mistakes or hiccups are eating away at you?

Team health check

- What are the most significant risks to your team right now?
- Who are your strongest players, and what are you doing to retain them?
- When is your team at its best? When is it at its worst?
- On a scale of 1 - 5, how effectively does the leadership team partner with each other?
- What are your top priorities right now? What keeps you up at night?

Partnership optimization

- How do you define the role of an HRBP? What value do you believe they bring to an organization?
- What have your previous HRBP relationships looked like? What worked? What didn't?
- When have I been most helpful? When have I been least helpful?
- How could I be most helpful to you over the next 3 - 6 months?
- Which People initiatives have you found most helpful? Least helpful?

You don't need to try and jam in every question or category in each of your HRBP 1:1s, but the more you incorporate 1 - 2 of these questions per session, the more your stakeholders will start to associate you with supporting in these areas. Eventually, they'll start to proactively bring these discussion topics to the table on their own.