

Useful questions for PDPR Reviewers & Appraisers

Open ended questions that could be used to encourage Reviewees/Appraisees to talk about their roles, work and to discuss areas of importance with you.

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| What are your thoughts? |
| Which aspects of that project/piece of work did you enjoy? |
| Tell me about … |
| Would you tell me more about …? |
| What helped you to achieve? |
| Could you help me understand that a little better? |
| How did you find working on …? |
| To what extent do you think that…? |
| How does that process work now? |
| How do you see this happening? |
| What kind of challenges are you facing? |
| What’s the most important priority to you with this? Tell me more about the reasons? |
| What other issues are important to you? |
| What is it that you’d like to see accomplished? |
| What opportunities do you see? What opportunities would you like to see? |
| What are some of the best decisions you have made about …? |
| What can I do as your manager to help you achieve…? |
| What can the School / Service do to help you achieve …? |
| If that was possible, what would you be doing differently? |