

Increase Your External Self-Awareness: 10 Questions to Ask Colleagues

Increasing your external self-awareness involves understanding how others perceive you. Here are ten questions you could ask your colleagues or people around you to gain insight into how you are perceived.

Feel free to modify the questions or just ask the ones that seem most relevant to you. If you're really brave, you can put them in a Google form and ask for anonymous responses.

Ask respondents to be honest, constructive and kind.

1 - What three words would you use to describe me?

(Helps identify key traits others associate with you.)

2 - When do you see me at my best?

(Highlights situations or behaviours that stand out positively.)

3 - Are there any habits or behaviours I have that you think I might not be aware of?

(Uncovers blind spots or habits you might not notice.)

4 - How do you feel when you interact with me?

(Provides insight into the emotional impact of your presence and communication.)

5 - What strengths do you see in me that I may overlook?

(Identifies untapped or under-recognised strengths.)

6 - Can you share a time when I made a positive impact on you or the team?

(Reveals actions that others find valuable or memorable.)

7 - Are there areas where you think I could improve my communication or approach?

(Encourages constructive feedback on how to enhance interactions.)

8 - What's something I do that you find particularly effective or helpful?

(Highlights behaviours that contribute positively.)

9 - How do you perceive my decision-making style?

(Gives feedback on how your choices are viewed by others.)

10 - If you could give me one piece of advice to grow as a professional, what would it be?

(Offers actionable advice for personal and professional development.)