



A Master List for Meaningful Conversations

THE BUZZ

Great workshops don't start with presentations or boring introductions. They start with conversations.





The quality of discussion in a retreat, board meeting, workshop, or leadership program is often determined by the quality of the opening question. Thoughtful starter questions create connection, surface perspectives, build trust, and help groups move quickly into meaningful dialogue.

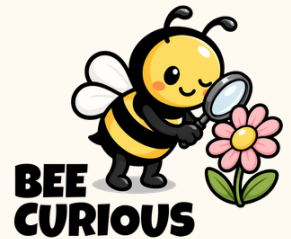
Use these questions as icebreakers, table discussions, reflection prompts, 1-2-4-All activities, with impromptu networking, or conversation starters throughout meetings and retreats.

BEFORE YOU BEGIN

The single most important thing you'll do is choose the right question for the moment.

A strong starter question should be:

-  **Open-ended** — invites exploration rather than a right answer.
-  **Relevant** — connected to what the group is experiencing right now.
-  **Inclusive** — allows everyone to contribute regardless of title, experience, or expertise.
-  **Purposeful** — helps the group build understanding, connection, or momentum.



BUILD - Master Question List

Questions that help build a solid foundation.

These questions: clarify roles, surface strengths, and identify what's slowing you down.

1. What brought you to this work in the first place?
2. What strength do you bring to every team you're part of?
3. When do you do your best work?
4. What is one skill or talent others often rely on you for?
5. What role do you naturally gravitate toward in group settings?
6. What's something you've learned about yourself as a leader in the past year?
7. What motivates you to stay engaged when work gets difficult?
8. What is one challenge you consistently see teams struggle with?
9. If your team could improve one thing tomorrow, what would it be?
10. What assumption do people often make about your role that isn't accurate?
11. What part of your job gives you the most energy?
12. What part of your job drains the most energy?
13. What does a healthy, high-performing team look like to you?
14. What is one leadership lesson you learned the hard way?
15. What is a personal value that strongly influences how you work?
16. What strength in your organization is often overlooked?
17. What barrier gets in the way of your team's success most often?
18. If you could redesign one process in your organization, what would it be?
19. What makes people feel valued on a team?
20. What foundation does your team need to strengthen right now?



ENGAGE - Master Question List

Questions that dig just a little deeper.

These Questions: strengthen communication, build buy-in, navigate conflict, and create cohesion.

1. What makes you feel truly heard in a conversation?
2. What's the best example of teamwork you've experienced?
3. How do you prefer to receive feedback?
4. What communication habit helps teams work better together?
5. What communication habit creates frustration on teams?
6. How do you know when trust exists within a group?
7. What does an inclusive environment look like in practice?
8. Tell us about a time someone changed your perspective.
9. What's a misconception people often have about conflict?
10. What is one conversation you've avoided and why?
11. What helps you stay curious when you disagree with someone?
12. How do you build buy-in for an idea?
13. What's one thing leaders do that encourages engagement?
14. What's one thing leaders do that shuts down engagement?
15. How do you recognize when a team is becoming disconnected?
16. What behavior helps create a sense of belonging?
17. What makes collaboration easier?
18. What makes collaboration harder?
19. When has a difficult conversation led to a positive outcome?
20. What does "being on the same team" mean to you?

EXECUTE - Master Question List

Turn Insight into Action

These Questions: set priorities, explore accountability, and build plans that move the needle.

1. What is the most important goal you (or your team) are working toward right now?
2. How do you decide what deserves your attention first?
3. What does accountability mean to you?
4. What's one habit that helps you follow through on commitments?
5. What causes good plans to stall?
6. How do you know when a meeting has been productive?
7. What is the biggest obstacle to execution in most organizations?
8. What's one project you're proud to have completed?
9. How do you measure success?
10. What helps you stay focused when priorities compete?
11. When do you find it hardest to delegate?
12. What makes delegation successful?
13. What's one commitment you wish teams made more consistently?
14. What is a sign that a team is moving from discussion to action?
15. How do you keep momentum after a workshop or retreat?
16. What does ownership look like on a team?
17. What's one small action that can create a big impact?
18. If your team accomplished one major thing this year, what should it be?
19. What is one decision you've been postponing?
20. What action could you take this week that would move an important goal forward?

WELCOME TO THE HIVE

Free tools for leaders who want to facilitate with confidence.



Right Tool. Right Time. Right Results.

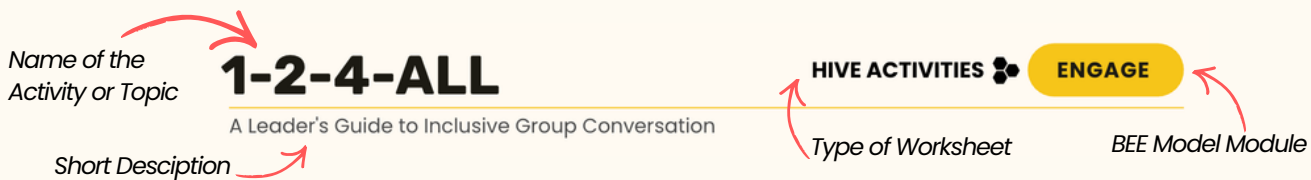
Most people don't hate activities. They hate activities that go nowhere or seem forced.

You've been in that room — the one where someone announces a quick icebreaker and half the group quietly checks out. It's not the activity's fault. It's that nobody stopped to ask the most important question first: *what are we actually trying to accomplish here?*

Every worksheet in this library is built around that question. You'll find a clear purpose, honest guidance on when to use the tool, and when to skip it entirely. Because the right activity, used at the wrong moment, with no clear intention, isn't team building. It's just noise.

HOW TO USE THESE WORKSHEETS

Each worksheet is tagged two ways — by category and by BEE Model module — so you always know what kind of tool you're using and where it fits in your leadership work.



TYPE OF WORKSHEET



HIVE ACTIVITIES

Facilitation guides for structured group activities — Liberating Structures, icebreakers, and team exercises.

HIVE PRACTICES

Instructional how-to guides for everyday leadership moments — agendas & meetings, 1:1s, feedback, and more.

HIVE WISDOM

Leadership lessons and reflection tools — concepts, mindset shifts, and skills for leaders to keep growing.

BEE MODEL MODULE

BUILD

Foundational skills and self-awareness — developing yourself and the people around you from the ground up.

ENGAGE

Connection, culture, and communication — how you show up with and for the people you lead.

EXECUTE

Getting things done with intention — planning, accountability, and running effective operations.

These worksheets are a taste of what's possible when facilitation is done with intention. If you're ready to build a leadership culture where every voice is heard and every meeting has a purpose — let's talk.



BUILD | ENGAGE | EXECUTE

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