



Sparck

F.R.O.G. Method

Friends/Family:

- Are you originally from this area?
- I come from a ____ family, do you have any siblings?
- A lot of people have been adopting pets, do you have any?
- Do you have any fun vacations planned for this year?
- What are your plans for the holidays?

Recreation:

- I see that you are very passionate about ____ at work, what are you most passionate about outside of work?
- This past weekend I _____, do you have any hobbies?
- I'm always curious, what is one thing you think everyone should do at least once in their lifetime?
- I recently started watching _____, have you binged watched any shows lately?
- I was thinking about doing a team outing, what do you think would be fun?

Occupation:

- I checked out your Sparck Appreciation Style, did it resonate with you?
- How do you feel appreciated in the workplace? For me, I _____.
- How are things going? What are you enjoying most about your job right now?
- Are there any trainings you're interested in?
- Where would you like to take your career in the next few years?

Goals:

- How do you feel about your goals this quarter?
- Do you have any big personal goals this (year / quarter / month)?
- Where are you at with reaching your ____ goal? What can I do to help?
- Are there any tools or resources you need to reach your goals?
- What are some of your career goals?

