

9 TYPES OF 1:1 MEETING TO MASTER



1. GOAL-FOCUSED MEETING

WHEN: Weekly, fortnightly or monthly
WHY: Help employees make real-time improvements to their performance.



2. GOAL-SETTING MEETING

WHEN: Quarterly/when goals are set
WHY: Work with employees to refine their goals for the coming quarter.



3. CAREER DEVELOPMENT CHAT

WHEN: Quarterly or bi-annually
WHY: Discuss employee's career pathways and opportunities for growth.

4. APPRAISAL FOLLOW-UP

WHEN: Quarterly/as appraisals happen
WHY: Give employees an opportunity to respond to, and action feedback.



5. STAY INTERVIEW

WHEN: Annually or bi-annually
WHY: Learn how the employee could be supported to stay in the company.



6. JOB SATISFACTION CHECK-IN

WHEN: Annually or bi-annually
WHY: Identify employees at risk of leaving, as well as wider culture issues.

7. WORK-LIFE BALANCE MEETING

WHEN: Annually or bi-annually
WHY: Learn how employees are doing and where they need support.



8. FEEDBACK SESSION

WHEN: Monthly, quarterly or annually
WHY: Deliver detailed, positive and constructive feedback.



9. UPWARD FEEDBACK SESSION

WHEN: Quarterly or annually
WHY: Get feedback from employees on how managers can improve.

Management Guide To Meetings

CH Cherryholmes



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