Make an appointment with a colleague or a community member you like and know well. Spend your time together being curious about them and listening deeply. Immediately after, map out what you learned by replacing the questions on the right with your notes.

✨ Some Tips:
- Ask open-ended questions.
- Ask neutral questions (e.g. ask "What do you think about...?" instead of "What frustrates you about..?")
- Embrace silence.
- Pursue tangents.
- Observe body language.
- Thank them when you're finished.

**CHALLENGES THEY FACE**
- Tell me about the last biggest hurdle you faced? What did you learn?
- What keeps you up at night?

**VALUES THEY HOLD**
- What things/people inspire you?
- How do you stay grounded when you feel overwhelmed?
- What are your hard-won skills?

**GOALS THEY'RE PURSUING**
- What are some big changes you'd like to see in the world?
- Tell me about what you envision for your future.

**HOW THEY RESTORE**
- What do you do/where do you go to come back to yourself?
- What is your experience and relationship to stress?
- What are some things you do to find balance?

**THEIR HABITS AND BEHAVIORS**
- Tell me more about yourself and your work.
- How did you get to where you are now in your life?
- What do you see as your greatest strengths and limitations?