

The Very Best EMPLOYEE ENGAGEMENT

Questions

Regularly asking open-ended questions is an amazingly effective and simple tool for increasing your team's level of engagement. As you look at these questions, you may notice that many of them are about topics we do not routinely discuss (example: "What would you like to learn?")

Having discussions about these important topics often results in an increasing awareness that the culture is one of exploration and growth, both of which are engaging.

LEARNING IS ENGAGING:

- What would you like to learn?
- What could you learn from doing this?
- What did you learn?
- What new skill have you developed over the last (fill in time period)?
- What skill have you improved over the last (fill in time period)?
- What are you capable of doing today that you couldn't do (fill in time period) ago?
- What do you know today that you didn't know (fill in time period) ago?

ENGAGE BY LOOKING FOR POSITIVE ASPECTS:

- What's good about this?
- What excites you about this task/project?
- What did you enjoy most about that project/task?
- What do you like most about your job?
- What do you like most about working for this department/company/organization?

- What do you do in your job that you are most proud of?
- What was your favorite part of today?

ENGAGE BY ASKING FOR INPUT:

- What would you like to be acknowledged for?
- What did you accomplish today that you'd like me to know about?
- What is the most fulfilling aspect of your work?
- What is the most difficult or stressful part of your work?
- What is the most exciting aspect of your work?
- What resources are missing that you feel are necessary for your success?
- What is your most urgent business problem?
- What problems feel unsolvable right now?
- What improvements would you like to make in your area of responsibility?

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Silver Rose Enterprises, LLC

7000 N. 16th Street * Suite 120-277 * Phoenix, AZ 85020-5547

877-840-5416 info@SilverSpeaks.com

<http://www.SilverSpeaks.com>