

Sample Questions to Ask During Growth Conversations

- What is going well at work right now?
- What is something that has brought you joy or excitement?
- What's a talent or skill that you don't use at work that could benefit the team?
- Has anything changed over the last quarter - for the better? Or worse?
 - How can I help you correct/address it?
- Do you feel you have everything you need to be successful (information, knowledge, support, resources)? If not, what needs to change?
- What obstacles or challenges are you facing at work?
 - What strategies have you tried to overcome those challenges?
 - How can I support you in overcoming those challenges?
- How does your work here align with your career goals?
- How does your work tie to the institution's strategic goals and priorities?
 - Who are you helping and why does it matter?
- Do you feel supported by leadership?
- What is something you wished I had ask that I didn't?