

TOP 20 QUESTIONS YOUR EMPLOYEES WISH YOU WERE ASKING THEM!

1. **What are your personal developmental goals for the coming month? The coming year?**
2. **What are you most excited about right now? What motivates you?**
3. **What would you like to learn?**
4. **What can I do to help you succeed in your current role?**
5. **Which of your talents are you not using in your current role?**
6. **What are your career goals? Are there ways I can help you move closer to these goals?**
7. **As your manager, what can I do more or less of?**
8. **Do you feel valued and recognized in the company?**
9. **How would you like to be recognized for the work you do?**
10. **What are we currently not doing as a company that you feel we should?**
11. **Are there any aspects of our team culture you wish you could change?**
12. **Are there any new ideas you'd like to discuss with me/the team?**
13. **What do you need to develop that idea further so that it's ready to discuss with the broader team? How can I help?**
14. **What are your top priorities right now?**
15. **Do you have any blockers? What can I do to help?**
16. **What would you like to spend more time on?**
17. **What would you like to spend less time on?**
18. **How would you describe your job to a bunch of five-year-olds?**
19. **How would you like to receive feedback**
20. **What pushes you to keep going at work even when you feel like quitting?**

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