

## **CONVERSATION STARTER QUESTIONS FOR EMPLOYEES**

### Strategy

- What is the mission and vision of our hospital?
- What is the mission and vision of our department?
- Do you feel that they complement each other?
- How does the department demonstrate these values each day?
- How do you and your team demonstrate these values each day?
- How do you see leadership demonstrating these values? What do we do well? What can we do better?

### Operations

- What do you like best about working in this department?
- What do you like least about working in this department?
- Where are we vulnerable?
- What one thing could we do to enhance our relationship with you?

### Communication

- Do you know enough about what happening in the department and hospital? If not, what would you like to know more about?
- What is the best way for us to share information with you?
- How frequently would you like to receive information?

### Involvement

- How involved have you been with solving issues in this department?
- Was that level of involvement acceptable? If not, what would you have preferred?

### Reward and Recognition

- How do you like to be recognized?
- Do you feel that you receive enough recognition?
- What ideas do you have for how the department can improve recognition?

### Personal Goals

- Where are your personal goals?
- Where do you see yourself with our organization in one year? Three years? Five years?
- How can we help you to achieve those goals?

### Other Comments