Conversation Guide
Q06: There is someone at work who encourages my development

ASK YOURSELF

• How do I know the development opportunities that are most important to members of my group and are relevant to their career path?

• What are the shared goals and established expectations for the group?

• How do I regularly celebrate the successes and achievements of each member of the group?

ASK YOUR GROUP MEMBERS

• What do you enjoy most about your work?

• What challenging experiences are you facing?

• What is the best way for me to encourage your growth and development?

• If you could learn anything that would have an effect on your current role, what would that be?

• When you are “in the trenches” getting the job done, what are some ways we as a group can help you?

• When you achieve your goals, how would you like to receive recognition?

SOME BEST PRACTICES

• Teach each member of your group the knowledge and skills they need to be successful in their roles.

• Meet with each member of your group regularly to review progress on their development plans.

• Identify your role in the development process of each member of the group.

• Consider what development opportunities you can offer.