Power Questions to Engage Your Employees

1. Are we doing anything that is no longer important or effective and that we should stop?

2. What ideas do you have to help grow our organization?

3. How can we improve this?

4. What do you think is the single most important action we can take to make our organization more successful?

5. Do you know why we do it this way?

6. What do you think is the real problem at the bottom of this issue?

7. Is there anything getting in the way of your performing your job effectively?

8. What ideas can you suggest for (reducing costs, growing revenues, improving productivity, improving innovation, etc.)?

9. What would make your job more interesting and exciting?

10. Where would you like to go in our organization?

11. What additional information or resources would allow you to be more effective?

12. Where do you see me being the most effective and having the most impact?

13. What do you love most about your job?

14. What are the most challenging parts of your job?

15. Based on your experience, how would you describe the culture of this organization?

16. What makes you proud to work here?

17. Can you point to a recent management decisions you didn't understand or wish you knew more about?

18. What could leadership do to communicate more effective to our organization?

19. Who in our organization do you wish you knew better?

20. What are we hearing from our customers lately?