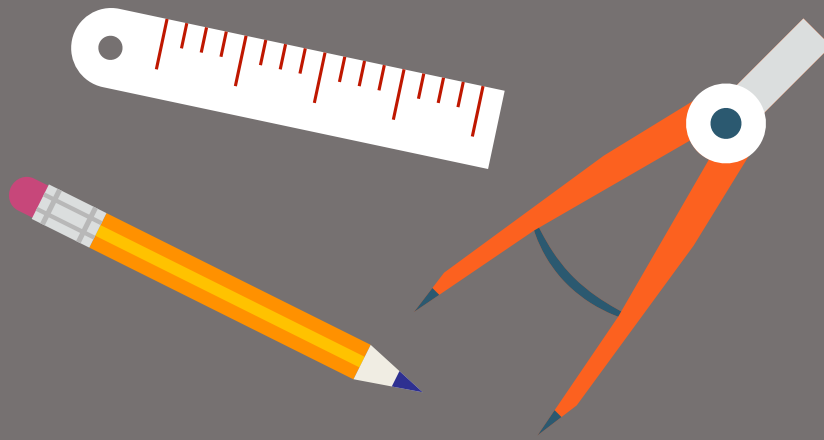


10 Questions That Reveal What Makes An Employee Tick



PRACTICAL TOOLS

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Every employee is different. And what motivates them is different, too.

Ask your employees these 10 questions to help you uncover their intrinsic motivators, so you can tailor how you manage each of them.

1) What has been your most exciting and rewarding work experience here and why?

The “why” may be the most revealing thing you’ll learn.

2) What drives you in your work?

Without fulfilling an employees’ passion, your ability to extract the best from them is limited.

3) What projects are you most proud of and why?

Few people shy away from acknowledging their own achievements.

4) What are your challenges? If you could change any part of your position, what would it be?

Understanding your employees' challenges will help as the starting point on the roadmap toward helping them.

5.) Do you consider your current position your dream job?

If you could do anything for a living, what would it be? How can you bring a few elements of your "dream job" into your current position?

6) What are your career aspirations?

Ask them to share even if those goals go beyond your department – and offer them your support.

7) Do you feel that you get purpose from our mission and vision?

If they say "no," ask what gives them purpose – and how they can incorporate it into their work.

8) Do you have the tools to do your job effectively?

Equip employees with the right tools to do their job – education, training or support staff – so they can deliver the expected results.

9) How could we make your job more satisfying?

If you can find solutions, then you have a great chance of building LOYALTY

10) What's motivated you lately?

It may be anything – their current project or external motivators outside of work like their family, friends, food or sports. This can help you challenge and empower your team better. It also demonstrates you care about their personal interests and successes.