**Stay Interview Questions**

**June 2014**

* What about the job fits your mold?
* If you could take three people with you and start a new business, who would you take, and why?
* If you could remove one task from your job, what would it be?
* If you could add one task to your job, what would it be?
* What tasks are best preparing you for your future?
* What are your supervisors’ strengths? Areas of weakness?
* What things do you wish you would have known before taking this job?
* If a stranger were to ask you what it’s like to work for/with your supervisor, what would you say?
* What training courses would interest you to improve your job satisfaction?
* What do you dislike the most about your job?
* Do you feel you are sufficiently trained?
* Have we provided the right tools for you to succeed?
* What can I do to help you grow as an employee?
* Have your priorities changed since starting, and what can we do to help you if they have?
* Are there skills this department can teach you that you are wanting to learn?
* If you had a magic wand, what would be the one thing you would change about your work, your role, and your responsibilities?
* Do you have a best friend at work?
* Are we recognizing you in a way that you appreciate?
* What makes a work day great?
* What could I do to make your job better?
* What training do you want to experience?
* Has this job met your expectations? Why/why not?
* If you were writing this job description, what would you change?
* What do you want to get out of this job?
* If you could do one thing all day long, what would it be? What would you throw away?
* Would you apply for this job again?
* Thinking about your 10 year goal, how do you get there and still be here?
* What makes you not want to come to work?
* If you could, what’s the one thing you would like to adjust in your position?
* Where do you want to go in your career?
* What makes you happy?
* What are your pet peeves?
* What are your fears?
* What is a challenge in your life right now?
* What skill do you want to develop (that you aren’t already) that would make you enjoy your work/help you maximize your time with this job?
* What is one change we could make to make your job more enjoyable?
* What is the biggest challenge/road block in your position?
* What experience in your job/part of your work are you most proud of?
* What strengths do you have that you aren’t currently using?
* Why would you encourage others to apply to do your job?
* What is the one thing that motivates you to stay (beyond $)?
* How/is this job challenging?
* What is the hardest part of your job and what is the easiest?
* How does this job get you to your dream?
* What legacy do you want to leave?
* What do you want your first job to be and what do you want your last job to be?
* What is your end goal?
* What is your realistic dream job?
* What makes this job enjoyable, and how can we do more of that?
* What is your favorite part of this job?
* What can I do to make your job easier for you?
* How can I support you to my supervisor?
* How do you want to grow professionally?
* If you could have any job/position at this company/university, what would it be?
* Are you doing the job that you thought you were hired to do?
* What would make you leave this job today?
* If you were in charge of the Student Union, what would you keep and what would you change?
* What purpose do you think I serve?
* When is the last time you were so frustrated you wanted to walk out, and why?
* How can we help you be a better leader in the office?
* What are the areas we need to talk about that we aren’t talking about?
* What do you want your legacy to be?
* Tell me about a previous supervisor or co-worker who inspired you. What about them was inspiring?
* What is one responsibility that should be on your plate?
* What parts of your job do you enjoy?
* What parts of your job do you avoid/dislike?
* Within our department, if you could do anything what would it be?
* What is your learning style?
* If money was no object, what would you do tomorrow?
* What parts of your job do you talk about away from home (good and bad)?
* What’s been the highlight or proudest moment of the year?
* Have you grown this year? If not, why?
* What have you learned?
* What other experiences do you want?
* What can I do to help make you more successful?
* What do you need?
* What do you want your next job to be?
* What do you want to be doing in 2, 3, 5 years?
* What is this job missing that would make it your dream job?
* What aspect of your favorite job made it your favorite?
* What are the resources that you need in order to stay on board?
* What causes you the most stress in the job?
* What aspects of your job do you want to share the most?
* If you have unlimited resources, where would you place it (on your job)?
* What is your favorite part of this job?
* Is there something that you aren’t doing that you would like to do?
* What is the least favorite part of your job?
* How do you envision yourself growing in the organization?
* What changes would you like to see at the department to make things better?
* How do you envision the department in 5 years?
* What do we do well?
* What could we do to make your job better?
* What is the only thing that would make your job better?
* What do you expect from me to make your job motivating?
* Is there a job you would rather do?
* What would keep you here until retirement?
* What do you like best about your job?
* What challenges you (or not) in this job?
* If you could do anything, what would you do?
* What would make you stay here for the rest of your life?
* What can we do to improve as an employer (other than money)?
* What is your inspiration for this position?
* How do you envision yourself growing?
* Is there any topic/area not being handled at this job that we need to be aware of and/or start doing?
* Have you been/are you interested in professional development?
* Why did you take advantage of the opportunity presented to you (coming to IUPUI)?
* What’s your primary contributing factor to a quality experience?
* Who inspires you?
* What do you want to accomplish outside of participating in athletics?
* What can you do to make things more positive?
* Have your experiences here met your expectations? If not, why?
* Are your personal goals in alignment with the department’s goals?
* Do you personally feel that you are contributing and being included within the team?
* Where would you like to see your role and how can you effectively impact the team with that role?
* What motivates you to do what you do?
* Why do you play?
* Where do you want to see IUPUI at the national level?
* What has made your experience meaningful?
* Why are you here?
* How have your expectations changed?
* Identify an opportunity where you would improve the department/team/etc.
* Why would you recommend to someone not to come to IUPUI/work in this department?
* What are the specific resources you believe you need to reach your potential?
* What level of athletic achievement would help you feel like a successful member of the program?
* Within the competitive atmosphere of college athletics, what would bring you joy and fulfillment?
* Would you come here if you had to do it again?
* What is one thing that would make you want to come here if you had to do it again?
* What motivates you? What can I/we do to make that happen?
* Do you have goals and a plan? Have we provided you with the tools to accomplish them?
* If you could change one thing about your job or the department, what would it be?
* What kind of role or projects would you like to take on? And why?
* What do you feel like your role on the team is? Where do you want to see your role as you develop?
* How do you want your teammates to treat you? Do you treat your teammates the way you wanted to be treated?
* What improvements do you see fit for your personal happiness in the future?
* How do you currently perceive the culture? What do you like, dislike?
* If you could change your decision to choose IUPUI, would you? Why, why not?
* Do you feel the people on your team/staff/department feel the way you do about IUPUI, or are you an outlier?
* What actives do you need to take and what do you need from your colleagues for your voice to be heard?
* How could we make you feel more valuable?
* What motivates you to achieve the group’s goals?
* Describe your ideal boss/authority figure, and how does your fit (your leadership style) within that paradigm?
* How can we improve the program?
* How do you rate your time commitment, i.e. athletics, academics?
* How can we maximize your experience with the resources provided?
* What do you feel is your place in the culture of IUPUI and is that acceptable?
* Do you feel valued?
* What is the one thing that we could change to improve the work environment?
* What can I do to effectively help you do your job? Are there any tools or training?
* Are you performing the duties outlined in your position description?
* Are there other tasks you would like to perform related to your position?
* What is the culture we are trying to create and what are we doing to accomplish that?
* Ideal work schedule?
* What do you wish I could do that I hadn’t thought of?
* If budget or policy weren’t an issue, what would the strategy be?
* What would you change in our current environment? What would it be like and how?
* If compensation policy didn’t exist, what would you pay me?
* What can I change to make your job more enjoyable?
* What gives you the greatest satisfaction with your job, what gives you the least satisfaction?
* What are your short-term and long-term goals?
* Do you agree with the department mission statement? And if not, how would you change the statement? Do you agree that our actions support our mission?
* What are the things that please you/jazzes you and what wilts you?
* How are we doing with our work/life balance?
* What do you fall on your professional satisfaction scale? And what changes need to be done to get you to a 10?
* Are there things you want to be learning/instilled in that you aren’t doing and vice versa?
* What would be your ideal job description, and percentage of time towards those duties?
* If you were the manager, what would you have us do?
* What is one positive change that would make/help you stay (big or little)?
* How could we improve communication?
* What aspect of your job would you do without pay?
* If you were offered this job today, knowing what you know, would you take the job?
* Why are you staying?
* In what ways do you feel supported, or not?
* If you could be provided with one “reward,” what would it be?
* Is there anything I can do to improve your work environment? What are the top two things that you would change about/in your work environment?
* What is the main thing about your current job that has caused you to think about leaving?
* What can we do to make you feel more valued and appreciated?
* What is one thing you would change?
* What are the top three things you love/like about your job?
* If you were to leave, what job do you see yourself in?
* If you hit the lottery, which aspects about your current job would you still do?
* If you could redesign your position, what would it look like?
* Think about a time you’ve left work and felt satisfied and energized – what happened that day?
* Have you ever considered leaving? At what point did you consider leaving? What precipitated that? Was it structural, or interpersonal?
* What could we (as a team) do differently to avoid those failings/situations?
* What one thing would you like your boss to do differently?
* What would you like to see “more of” from me?
* What would you like to see “less of” from me – i.e. fewer interruptions? Let’s make an appointment for your questions.
* What about your job makes you want to leave?
* What would make you consider staying – forever?
* What would be one thing you would change about your job?
* What do you consider three components of the perfect job?
* Did you feel appreciated or involved in this position? Why/why not?
* How was the person impactful to you?
* What do you wish someone would ask you?
* What excites you about your job?
* What brings meaning to your job?
* What do you value and how can it be incorporated into your position?
* How do you like to be appreciated?
* What would you miss the most about this position?
* What do you miss about a previous position that you’d like to see incorporated into this position?
* What could be changed about the position that would make you want to be more productive or stick around more?
* What can bring you joy at the workplace?
* Jump ahead – if you were going to retire – what will you miss the most?
* What do you love about your job?
* Are you spending time doing what is needed most and finding a way of enjoying that aspect of your job?
* Is there anything we should be doing?
* What do you appreciate about your job?
* Your best boss ever, what made them so?
* Your worst boss ever, what made them so?
* What is one thing I can do to make the workplace better?
* Picture your best supervisor/leader/mentor/role model/colleague, what is it about them that motivated you?
* What would you ask direct reports or what would you want your leadership to ask you?
* Picture your best supervisor – what about them made them the best?
* What do you think is your most powerful positive contribution at work? How?
* Can I help you maximize this?
* What do you like about your job?
* What is one thing I can do to make the workplace better for you?
* What do you do best?
* Describe a good day at work.
* What do you value most about working here?
* What brings you joy?
* What’s one thing you could change (appropriate)?
* What’s the best thing about working here?
* In the last year, when did you feel supported?
* What would increase your job satisfaction or engagement?
* What would increase your level of ownership in your job?
* Your best boss ever, what made them the best specifically?
* What are your core values institutionally?
* What is the one thing that you would change about this department?
* What do you like/don’t like about your job?
* Think about one of your accomplishments; why? Are you proud of it? Who could you think of that helped made that possible? Why?
* What is the one task that you look forward to most? Why?
* What is your biggest concern (eg. What keeps you awake at night)?
* How could we improve your everyday?
* What would you like, or how would you describe, your legacy to be here?
* As a supervisor, what could I do differently to create a positive working environment?
* If starting own company, who on the team would you bring with you?
* If you had a good day, how would you respond to someone that asks you how your day went at work? Or the opposite (if you had a bad day)
* What type of acknowledgement do you value?
* How would you reward yourself?
* When is the last time your supervisor asked you for feedback on them?
* What makes you grit your teeth?
* What can we do to get you to be where you want to be?
* How is this job different than your expectations?
* What did you like more about your previous job than this job?
* What is the most frustrating part of working here?
* What is the most enjoyable part of working here?
* How do you feel about your work/life balance?
* Does someone you work with you know you as a person?
* What do you know that I don’t know that I should know?
* What do we do well? What do we need to improve?
* What would you change if you were in my position?
* What leadership style do you work the best with? Worst with?
* How have you seen yourself grow since you have been here? Where would you like to go from here?
* How does the team work well together? What needs improvement?
* What part of your job do you enjoy the most? The least?
* What do you like most about your job?
* What do you like least about your job?
* What would you do to make it better?
* Why did you take this job? (i.e. Why do you want to be here?)
* In what areas would you like to learn to grow?
* What is missing from your current role with the organization that might be affecting you?
* What would you like from me? How can I support you?
* What training/mentoring do you need/want?
* What resources do you need more of to improve your work experience?
* What makes you feel more a part of the team?
* What do you want to be better at?
* What part of your job do you enjoy most?
* What drives you to succeed?
* What can we do as supervisors to better prepare you for the real world?
* What about this job would make you recommend working here to a friend?
* Where do you see yourself in five/ten years, and how does or could this job help you get there?
* What other responsibilities do you want to have?
* What is your least favorite job and what would make it better?
* If you could change one thing, what would it be?
* What would you consider to be worthy of a raise?
* What do you want to be in 5 years?
* What is your favorite part of your job or task?
* If you changed one thing about your job or procedures, what would it be?
* What could motivate you to not want to leave this job?
* If you could change one thing about your job, what would it be?
* What are you not getting from your job?
* What task would you like to add to your responsibilities that would make your job more interesting?
* What type of educational opportunities would you like to see?
* If you can improve one thing what would it be?
* What task would you like to eliminate?
* Do you feel valued and appreciated in the workplace?
* Are you generally happy with the/in the workplace?
* What is the most important thing that helps you in your current job?
* What would make this job better?
* What type of training would benefit you?
* What part of your job would you pay someone else to do?
* What do you like about your job here?
* What are your challenges?
* How would you affect the greatest change on the whole organization?
* What do you hope to achieve here?
* What brings you happiness?
* What creative opportunities do you get in this job?
* What do you like best about your job – or your department?
* What kind of changes would you like to see?
* What is it that you would like to do?
* What do you like least?
* How would you like to be disciplined?
* What part of your job would you pay someone else to do?
* What frustrates you?
* What motivates you?
* What is your one goal to achieve before your future?
* What has been the most disappointing part of your job?
* Where do you see yourself 5 years from now?
* If you retired, would you consider becoming part-time?
* What would make this job better?
* What is your favorite part of your job?
* What task would you add to your job?
* What would your ideal day look like?
* What kind of changes do you feel are needed in this organization?
* How much do you think you should be paid?
* Would you stay for a promotion or advancement?
* What issues can we improve upon?
* What do you feel about the workload you have?
* Do you have any ideas on how to make your job better or easier?
* What is the one thing you would change in this department?
* If you were in charge, what is the first thing you would do or change?
* Would you like more flexibility in your job?
* What part of your job would you like someone else to do?
* What keeps you awake at night?
* What are your goals?
* What made a big difference in your department?
* What can you bring to the team?
* What’s your favorite part of the job?
* What makes you happiest in the job?
* What’s your least favorite?
* What do you like best about this job?
* What kind of training do you think would be beneficial to you in this job?
* What would make this a better job?
* Do you have all the tools and resources to perform your job?
* What is the most annoying part of your job, and how would you change it?
* What would be deciding factors to make you leave?
* What can I do to make your job more enjoyable?
* If you can change one thing about your job what would it be?
* What can I do to better support you?
* What excites you about your job?
* How does the department show you support in your work tasks?
* Are there educational classes/trainings that would give you additional assistance to be successful?
* What does the department do that hinders your ability to perform your job?
* Is there any professional development you would like to participate in?
* Do you think there are any inequities in our staff that need to be addressed?
* What outside influences would cause you to leave?
* What is the best quality of the department?
* What do you view as the most stressful part of your job?
* If you could improve one thing at all, what would that 1 thing be?
* In the year/one year from now (fill in the blank)….I will be\_\_\_\_\_\_\_\_\_\_\_?
* If given the chance would you hire someone for this position that is exactly like yourself? If not, what would you look for?
* What do you think would be fair compensation?
* What process improvements would you make?
* Is there one thing that may happen that may cause you to leave?
* What would make you want to stay?
* What’s the thing that you hate most about work?
* What do you think is really wrong with our organization?
* If you were management, what changes would you make?
* Name the time you felt most appreciated at work?
* What changes do you want me to make over the next year? Why?
* What 3 words would you use to describe our unit?
* What would be the next skill I should acquire in order to advance in this office?
* What office would you like to shadow/observe/train in for a week to allow you to serve students in your current position better?
* Describe a moment when you felt a real “rush” of satisfaction at work – why?
* What are your goals for growth and promotion in the office and how will you accomplish them?
* If I could do one thing to show the office how much I value you, what would it be?
* What makes you feel validated?
* How can we help you reach your highest potential?
* What data can be collected to document our successes/failures?
* If you were to move forward with only the knowledge you’ve acquired until this point...do you think you could still do your job successfully? Why or why not?
* What is one thing you think you do well? How do you think the office could benefit from it?
* What qualities would you consider to be part of a “perfect job”?
* If you could improve/change one thing about your work environment, what would it be and why?
* What changes to your position would you like to see happen?
* Would you consider this a job or a career? If job, what would it take to turn this position into a career?
* If you could switch places with one person in the office for a day who would it be and why?
* One year from today what would success look like for you?
* What is your least favorite task and is there something about it that can be changed in order to make it more enjoyable for you – or do you have any ideas on how the specific task can be modified altogether?
* If your career was over, what one accomplishment from this year would you want highlighted?
* If you were granted a wish of one new skill that would help you in your current job, what would it be?
* If I were to fire you, what would you miss more...the job or the salary?
* What office role would you want to understand better in order to help your job performance?
* What part of your job do you enjoy explaining to others?
* If you were asked to leave a role working directly with students for a promotion where you don’t work with students, would you take it?
* How can I be a better (greater) resource to (for) you, e.g. contacts/introductions, advice, counseling, suggestions, etc?
* Six months after someone is hired, meet to ask if they believe they are doing the job that they were hired to do. Was the position accurately portrayed at their interview?
* If we needed to do a reduction in force due to budget concerns, (leading to increased workload), why would you still have interest in working in your same position?
* What is your most challenging task? Why?
* How could this job be more challenging?
* What tools/training are lacking?
* Are there any tasks that need evaluated/changed to streamline the process?
* What could I do to make your job more rewarding?
* How can I make you feel more worthwhile in your job?
* What as a supervisor do you think you would change or keep the same? (Looking at what this employee likes/dislikes about the relationship with their supervisor and peers.)
* If you were building this department up from scratch, how would you do it?
* What could we improve in the department?
* What are you most proud of in your work?
* What would you like me to stop doing? What do I do that gets in your way?
* What area of the job would you like to excel at to stay here?
* What about your work or environment do you enjoy the most? What is the most fun or makes you laugh?
* Would taking you off phone duty provide you with more time to not feel overwhelmed and make you more productive and fell more valued?
* If I could change one thing to make you stay what would it be? How did I fail you as a manager and what change could I make to change your mind?
* What skills and/or experiences do you want to put on your resume that you haven’t had yet?
* If you had my position what would you do differently to affect your job experience?
* If you were to win the lottery and resign, what would you miss the least?
* What initially excited you about this position? Has that changed?
* How or why did you choose to do this kind of work?
* Where do you want to go from here?
* If you were to start job hunting today, what job would you pursue?
* If you could rewrite your job description what would you change, add or delete?
* How can we structure your job description to be more meaningful to you/organization?
* What is getting in the way of top productivity?
* What could be changed to help the team?
* What are your strengths and how do you use them? How can we better use your strengths?
* Do you feel supported; what makes you feel supported?
* What do you need from me?
* How do you feel when you walk in the door in the morning?
* What would cause you to smile all day – when you come in the door, all day and as you leave at night?
* What would it take to cause you to want to stay # years?
* What is one thing to change in the culture to make it better for you?
* If we can simplify one process what would it be?
* What are one or two things today that are obstacles for your job?
* If you were to leave what advice would you give to your replacement?
* If you were to write a book about your job what would the title be?
* Prioritize a list of previous tasks that you liked doing and what you were best at. (Focus on what your employee is good at instead of expending resources on what they aren’t good at.)
* How would you define success?
* What do you need from the organization to help you do your job more effectively?
* What about the position is keeping you from searching for a new job or what may be making you think about searching for a new job?
* Who would you like to work for?
* What makes you happy?
* What suggestions do you have to improve the structure?
* What can you contribute to the team to improve the work environment? What can management do to improve it?
* If I could provide you with one thing that would assist you in doing your job better what would that be?
* If you could wear anything to work, what would it be?
* If you could change something with the physical layout of your environment, what would it be?
* What is your preferred method of communication?
* What tasks do you find most fulfilling?
* Which tasks are most difficult for you? How can we make the process better?
* What are your long-term goals? How does this job (organization) fit into your goals?
* What would have to happen for you to want/need to leave this job?
* What keeps you motivated?
* What do you find meaningful in your job?
* What opportunities would you like that you don’t have?
* What aspects of work best or worst compliment your home life?
* What are you currently working on? What do you want to be doing in five years? Ten years?
* Is your job important to the organization…why or why not?
* What impact do you want to have on the organization?
* What are your most positive/negative interactions with people you work with?
* For what parts of the job do you need more understanding or clarity?
* What can I help you do outside the box?
* How are your classes going?
* Would you recommend this position to a best friend/colleague? Why or why not?
* When hanging out with your friends, what about your position do you brag about?
* What organizational and/or roadblocks are preventing you from doing a good job?
* What additional learning opportunities can we provide?
* What would make this job more “geared” to your major/career?
* What job responsibilities would you like to gain or release to others?
* If you could stop doing one things what would it be?
* How would you sell this job to a friend?
* What makes you go “Hmm” about the job/IMU?
* How does this job relate to your major/career aspirations?
* What is the most important thing that you contribute to the department? How would you like to contribute more?
* What makes you want to be a part of this department/organization?
* How can your experience be enhanced here to develop skills for future jobs?
* Why were you initially attracted to this position?
* How can we include you with discussions that affect you?
* How can I help you be better at your job?
* What do you like about my management style?
* What is the most rewarding about this department?
* What contributes to a fun atmosphere?
* What else can we do to improve communication in the office?
* Is your physical environment comfortable?
* Why is this important to you?
* Can you forecast the future of the department?
* What do you think? How would you solve the problem?
* What would your ideal day of work look like? What one change would you make to your daily routine that would bring greater pleasure to your work experience?
* What turns a mistake into a teachable moment versus a “slap on the wrist” for you?
* What else do you want from this experience?
* Do you see anything that could make this organization better?
* What additional opportunity can we provide to make you stay at IU?
* What can I do to make your job easier?
* Is there anything in your work environment or work flow that would make your job easier?
* What one thing do I do that you wish I would stop?
* What types of projects/tasks excite/challenge you?
* Do you find that you are challenged in your position? Why or why not?
* If you were your own supervisor, what would you do? What would you change to make your job more enjoyable/fulfilling?
* What will you miss most about being a trip leader once you graduate/move on?
* Would you like to help graduate assistants/part-time staff?
* What training/experience do I need to do my job better?
* Who in our department makes your job fun?
* What do you like about the IMU and how are you contributing to this?
* What do you see yourself doing in 5 years? 10 years?
* What are the things that cause stress on the job?
* Do you want more responsibility?
* Are you bored?
* What can I do to enhance the overall customer service/hospitality experience our customers receive?
* Share a moment in which you felt really happy with or successful in your job and why.
* Share a moment in which you felt very frustrated at work and what could have been done (or could still be done) to improve the situation.
* When you wake up in the morning and think about work, what is one thing you look forward to? One thing you don’t look forward to?
* If your tombstone included 1 word/phrase about how you feel about your job at this moment, what would it say?
* Which co-worker/colleague would you like to have as a mentor and why?
* Do you agree or disagree with the following statement and why; “My work complements my life”
* What one change do you think we could make happen tomorrow to improve morale of the department?
* How is your current position helping you to develop your own vision of what management should or should not be?
* What can I do to help you succeed?
* What aspect of your position gives you the most satisfaction and what gives you the least? What would you do to maximize the former and minimize/inhibit the latter?
* What would you like to accomplish here?
* How much money do you want to make this year?
* What is one goal you would like to achieve to improve your performance?
* What other areas of exposure would you like?
* What do you think of the current leadership? What would you change?
* What do you want to be when you grow up?
* What would you like when the budget improves?
* What would an ideal supervisor be like?
* What is your favorite part of your job?
* If you could have any position what would it be?
* How do you feel about our departmental mission?
* How would you like to be recognized/praised?
* What type of technical improvement would make you more efficient in your job?
* What would you tell a stranger that asks you about your work?
* What would you like to accomplish that is meaningful to you?
* If you could design your own job what would it be, within this department?
* How do you think the changes in the department have affected your job?
* What do you feel is your most under-utilized talent?
* Describe a “woo hoo” moment that you had in your current job?
* Can you explain how I, as a leader, have impacted your job?
* Which task do you really enjoy in your job, how do you feel it contributes to the university?
* If you were me, what is the first thing you’d like to do?
* If there was one of your tasks that you could assign to me, which would it be and why?
* What is the number one issue/problem that you feel you cannot change?
* Create a timeline of the three times you’ve felt most valued in the team. What about those situations made you feel valued? How does that apply to other tasks/situations?
* What qualities in a co-worker/colleague complement your working style? What qualities do you feel challenge you or inhibit your working style?
* What could make you want to come in early and stay late?
* How do you think you do your job?
* If you won the lottery, who would you miss?
* You have been here \_\_\_\_ years. What has made you stay?
* If you had $500,000 what would you purchase to make your job more productive?
* How would you rate your job performance on a 1-10 scale?
* What aspect of your job, or previous jobs, do you like the best?
* Would opportunity for regular professional development increase your engagement?
* If you were given $10/$5 more an hour, would you go to a different department within IU? Why or why not?
* What has been the most exceptional (thought-provoking, caring, etc) thing your boss or a colleague has ever said to you?
* What undermines your ability to work independently and how could it be remedied?
* Why would you be willing to work through lunch or more than 40 hours per week?
* What one thing in the job makes you consider moving on to another position/job?
* What are three things that you think would help the relationship between you and your boss?
* For someone who is older or close to retirement: What would your contributions be? What keeps you from retirement? What would motivate you to delay your retirement?
* Do you consider your job a hardship?
* What would cause you to take another job after having been her for over 10 years? What would that other job have to have to lure you away?
* What is the activity/task at work in the last month that energized/strengthened you the most?
* What two things you would change about your day to make it better?
* What makes you smile when you get to work in the morning?
* What would make it easier (put you at ease) when you need to talk to you supervisor when you have a serious concern?
* In what ways can we work together to build/maintain a positive working relationship?
* Have you had enough coffee today?
* Do you go to bed at night worrying or dreading what you have to get done tomorrow so much that you wake up every hour looking at the clock? What would you do to alleviate this?
* What besides your paycheck would make you want to stay?
* What would you miss the most about your job if you left; what is it that makes you stay?
* What would you like this job to look like?
* Are you playing to your strengths, or are you concentrating your efforts primarily on your weaknesses?
* What do you like to do? Is there any way we can incorporate that into what you do every day?
* What do you tell your friends about your job?
* Is there a change that could be made in your immediate area/job description that would prompt you to stay?
* How do you like your work environment? When you observe your coworkers in your department, is there anything you would like to change?
* What do you love most about your job that makes your job almost impossible to give up?
* Are the people you work with helpful?
* If you knew you were leaving your job in 6 months, what would you do now to leave your (positive) mark on the organization?
* What is your favorite job responsibility? Why?
* Are there other responsibilities you would like to undertake?
* What drives you to come to work every day?
* What would cause you to leave the institution?
* What is one task you’d *love* to start doing?
* If you had a remote control, who would you give it to take charge of your job?
* What is important to you?
* What feeling do you get from your personal life that you don’t get here?
* If you could have any job in the university what would it be and why?
* What is the biggest barrier to the success of your mission and how can I help remove it?
* What changes do I need to make to help ensure your success here?
* Where would you like to be at this time next year? Do you see a place for yourself to grow within the organization?
* Are you managing your workload okay?
* How’s the stress level, and can we do anything about it?
* Can I help you see how you fit into the mission of the university?
* What have you learned in the past year that’s worth putting on your resume?
* To give me a better understanding of what you do, what is one task or area of responsibility that I could take on for a month?
* Tell me about one project or task that you worked on that you think had a positive impact on our mission and why.
* What was the last thing you told your spouse/partner about the job?
* If you left and started your own business, who would you take with you?
* Name some issues in this department. (Highlight and describe them.)
* Describe the current climate of our office. Is it working for you? Why or why not?
* What was the last thing that prompted you to say, “I had a good day at work”?
* In what ways can you improve your work relations?
  + Your immediate supervisors
  + Your coworkers
* How can you break down barriers between departments and develop an atmosphere of trust?
* How do we develop ownership of staff?
* What can you bring to the table?
  + New ideas
  + Tap into individual resources, experience, background
* Do you feel like you’re treated with equality within your department?
* Have you taken the time to think about your impact on your department and campus and how important you are? Do you feel you make an impact?
* If we had one more holiday, what would you add? Birthday?
* What would you think of a community engagement on voluntary basis with members of other departments – floating holiday birthday off?
* How flexible is your work schedule? How important is flexibility to you?
* Who would serve as a good example of a good employee?
* If you lived more than forty miles away, would you commute to work? Why or why not?
* When an employee has a lot of responsibility without authority, how does that employee gain authority to make decisions to move the project forward for efficiency?
* What makes an employee went to go that “extra mile”?
* If you ruled the world, what would you change about your job?
* What would prevent the Sunday Blues?
* If you could shadow one person at IU, who would it be and why?
* Who inspires you? Why?
* What needs to happen during your day for you to feel very pleased?
* Are there parts of your job that you feel aren’t necessary?
* If you could change your title, what would it be? Why?
* If your job were to disappear\*, what things within the office would you keep? What would you throw away?

\* You’re given: office, job title, salary, but no job description. What would you do to contribute to your department?

* What about your current leadership would you emulate?
* What makes you not watch the clock?
* Is the job meeting your current expectations?
* Are there additional ways that you can help others and they can help you?
* What makes you smile, chuckle, or laugh?
* What matters to you?
* What (non-monetary) activities or resources motivate or enrich you?
* Where do you want to go?
* What are the sources of frustration or concern at work?
* What have you learned about this organization that caused you to stay?
* What would cause you as a student to stay/return to IU for your career?
* What part of your job, maybe goes unrewarded, but is very rewarding to you?
* What would “you/they” like change about the job and/or responsibilities (e.g. to make it more interesting, make you want to stay)?
* How does your current work environment compare to your previous work environment?
* If you had to re-apply for your job, would you?
* When was the last time that you left work and had a sense of belonging?
* What would you change about your job to make it more satisfying?
* What has been the best experience you have had in relation to your job?
* Are there any jobs, duties, or challenges you would like to do?
* Are there any process that you have used in the past that might work her in your current position?
* In what type of environment are you most productive/successful?
* What is it that you want to keep doing?
* If you could write your own job description, what would it be?
* What technology can we provide to you to make your job easier?
* What is your definition of accomplishment?
* What energizes you?
* What drains you?
* What opportunities or assignments do you want to get involved in that you currently are not?
* What causes you grief in your current position?
* To what extent do you feel you have the knowledge to grow?
* How can I help position you to grow to the next level?
* What most interests you in your work & how can we improve it?
* If we gave you a lump sum of money, how would you use it to improve yourself?
* If you could take your bosses job for one month, what is the project/task you’d change first & how?
* What was the best part of your previous job – what do you miss?
* What part of your current job is a waste of time; least important part(s) of job?
* What is the primary reason you took this job, or have stayed in it?
* Rank, in order, your most to least important job responsibilities.
* How do you wish the management would change?
* If you could create your own position in the framework of the organization what would the position be?
* What skill do you have that is underutilized by the organization?
* What extra skills/talents would you like to bring to your position?
* Advice for successor?
* Are there any roadblocks that prevent you from performing part of your job?
* If you could change your work schedule or hours, would you and how?
* If I gave you a month for you to do whatever you wanted at work, what would you do?
* If you could change one thing about the way your supervisor interacts with you, what would it be?
* What needs at one of your previous jobs were not being met that contributed to you leaving?
* If you could remove one big obstacle you face in your job, what would you be willing to give up?
* If you had an opportunity to take another job, what about this job would make you stay?
* If you had an opportunity to take another job, what about it would make you leave?
* If you were made the boss tomorrow, what one thing would you change?
* If you could hire your employees, what would you look for?
* If tomorrow, if you knew you were going to die, would you still come to work and do your job?
* If you knew then (at time of hire) what you know today about the job would you still take it?
* If we could hire for another position, what would that position entail?
* If you could write the headline about our organization in 5 years – what would it be?
* How would you rearrange the office – who goes where? What kind of plan? Organizationally? Process?
* If you were in charge how would you reward your staff, other than money?
* What is an example of something which made you proud to work in this organization?
* What have you experienced in this dept which made you feel valued/not valued?
* How can I make you look better?
* What is your passion?
* What are you most passionate about with your position?
* Is there another position that you would be tempted to leave for?
* What can I do to help you make your job better?
* How can I help your career growth?
* What bothers you about working here?
* What would make you excited to come to work?
* Do you feel you are given mission, goals & project information needed for your success?
* What are you unhappy with in the department?
* If you could change the future of your job/department, what would it look like?
* What jazzes you?
* Windows for the sunshine or more parking?
* What frustration would you like removed?
* What could a supervisor in this department do to assist you in your job?
* What procedure would you like to see changed?
* How could we better promote collaboration within the unit?
* How can we make our unit more appealing to new hires?
* What do you need to help you perform your job better?
* Are there any policies or procedures that hinder your job?
* Is everyone working together as a team?
* How can we improve the process in order to make things run more smoothly?
* Tell me what you like about this job?
* What qualities do you like to see in your supervisor/manager?
* If pay was cut, what would keep you here? Why stay?
* What is your idea of a perfect job?
* What makes you feel valued?
* As your supervisor, what could I do to get your closer to your ‘perfect job’?
* What positive qualities have you experienced in a supervisor?
* If you won the lottery, what would keep you from leaving?
* Which work or personal activities add or detract from your energy?
* If you could choose to work in any other position in the organization, which would you choose and why?
* What realistic/achievable goals would you like to see the unit work towards?
* What skills/activities do you feel most confident in doing within the current parameters of your job? Least confident?
* Why do you choose to work here as opposed to somewhere else?
* What do you enjoy doing most in your job?
* What is the one thing we can do to keep you here?
* Is there anything your supervisor can do differently or department can change to help you?
* Is there any tool we can provide to help you to do your job?
* What skills have you gained here that you think will benefit your career choice?
* Excluding paychecks – what do you like best about your job?
* What was a deciding factor in return employment from semester to semester?
* If you were in charge – how would you handle a rotation?
* If you were in supervision – what would you do to make student employment better?
* What do you enjoy about your current job that keeps you coming back?
* Is there anything that you have learned with us that you can take with you in your career? If not, is there anything we can help you with?
* Do you view your job as important and what do you see as important?
* How are you getting along with your employees and are you having fun?
* How would you treat your students if you became a supervisor?
* What is the strangest thing you’ve encountered in your position and what did you learn from it?
* If you had the “time-turner” and could rewrite your job description, what would you include or leave out?
* What did you learn about the University that blew you away that you didn’t know before?
* What is your favorite duty/job?
* How would you like to be recognized for your contribution?
* What was your best and worst experience?
* What activity/function/group did you attend that you liked/affected you the most?
* If you had an unlimited budget what would you do?
* What tech. do you feel would add to this environment?
* What would you do if you were in charge?
* What do you know now that you didn’t know when you started?
* What is the worst part of your day?
* Who is your favorite manager and why?
* What is the best part of your day?
* What is the best day you’ve had working here?
* What was the reason for the last time you updated your resume?
* What do you find interesting about your work?
* What would be one problem you frequently encounter in your work?
* If there were no budget restraints, what changes would you make in the department?
* Do you feel supported in your career goals?
* On your way to work, what do you think about regarding your job?
* Why are you here?
* How would you motivate me?
* Is your job challenging enough?
* What do you like best about your supervisor?
* Do you feel appreciated?
* How do you integrate work with the rest of your life?
* What part of your work day/responsibilities do you enjoy most?
* Are you able to disconnect from your work responsibilities for an extended period of time while on vacation, leave, on a deserted island?
* What can we do to keep you?
* What changes would you make to your job?
* What were your expectations?
* What did you like best about your job?
* Were you treated fairly?
* What did you like least about your job?
* Where do you see yourself in five years?
* How can the city/town meet your goals?
* How can we make the work environment more pleasant?
* How can we make the office more productive?
* What do you need to do your job better?
* What would be the one thing you would not change about the department?
* If you were to switch roles with me (as the department leader) what would you do differently?
* How would you re-write your job description?
* What can be done to make your work more interesting?
* If you had more input in the work of this organization?
* What do you enjoy most about your job?
* What do you like least about your job?
* If you were in charge what would you change about your job?
* What position would you rather be doing?
* What are your concerns with regards to office productivity? What would you change to solve this problem?
* What would your dream position include?
* If your co-workers were all tokens in the game of Sorry, which one would you knock off the board and send home to start over?
* What is one thing that you would like to see changed to make your job more effective?
* If you no longer worked here what is the one thing you would miss the most?
* What kind of course or information do you need to do your job better?
* What do you like least about your job and why?
* If you wrote a book about this position, what would the title be?
* If you had all the money in the world, what kind of car would you buy?
* What do you like or dislike about your director supervisor?
* What grade would you give your job performance?
* How would you improve the city? Work at the city?
* What can I do to help you succeed?
* What changes can I make to increase your performance?
* Are there any tasks someone else is doing that you would like to try?
* What is one thing that you wish your supervisor would know about the job?
* What’s the smallest thing that annoys you the most?
* How would you like this position to develop?
* What is one thing that I, am a supervisor, am doing that you would want to do?
* If you had unlimited tools and resources at your disposal, which would you use?
* What have you learned through experience that you would apply if you could go back?
* What type of environment would make you feel comfortable sharing whatever feedback you have?
* If you were a manager, would what be your first priority?
* If you could give a raise to anyone in the unit, would it would it be? Why?
* What change to your current job would make you want to stay?
* What motivates you at your job?
* Aside from being terminated, what would cause you to have your worst day?
* If you could incorporate responsibilities from a prior job, what would they be?
* What do you bring to the table?
* What would you add to your job?
* Do you think your job is a good job?
* What part of your job would you like to stop doing?
* What would you like to be doing in five years?
* Are you happy at your job and what would make you happier?
* If there was one thing about your job you could change what would it be?
* What environmental changes could we make to better the work environment?
* If you could write your own job description what would it be?
* What’s your favorite thing about working here?
* What in our current processes would you change?
* What do you think we’re doing right?
* What do you think you do best?
* Who do you work well with?
* What would you like to learn?
* What do you do that you find invaluable?
* What would you like to be in charge of?
* Is there a task that you do that needs improving?
* What part of your job do you love?
* What are the hardest parts of the job for you?
* If you could change part of your job/task, what would it be/how would you change it?
* How would you like to grow in the profession and how could we help you do that?
* What would you like to do in this job in the near, middle and distant future?
* Do you think you need more resources or training? Would you like to learn something new?
* How can we make your job more fun?
* What can we do to make you feel more appreciated?
* What inspired you to start looking for another position?
* Tell me about your standard day. What do you like/dislike?
* Where/how are we failing you?
* Where/how are we helping you succeed?
* If you were not here, where would you be?
* What is missing or contributing to your future goals?
* If you won an award, how would your boss describe your success?
* If you could increase something about your work experience here, what would it be?
* What are you most proud of when you think about your work?
* If you could change one thing about how I supervise, what would it be?
* If you could choose one new tool for your job, what would it be?
* What is one key thing you want to accomplish before you retire?
* What two things would you do to change your job? About your boss?
* Describe a time when you were personally involved in something that made your proud to work in your department?
* Does your actual role fit what you expected? If not, what can we do differently?
* If you were to recruit someone for our team, what positive things would you say about us?
* What do I do that drives you nuts?
* What three things could we change that would improve this position/department?
* Do you believe we will make the changes you are suggesting?
* What did you enjoy about your previous position that you are not experiencing here?
* Is there something you are currently doing that you really dislike? Why and what could we do to change or improve it?
* Is there something you would like to do or experience?
* If you could change three things at work, what would they be?
* What is your goal to accomplish at work?
* What do you value most about your work environment?
* What do you want to see more of from me (supervisor) or the department?
* What is critical for your success here?
* What is the most important issue that our department needs to improve?
* Why are you here?
* Where do you see yourself in ten years? What can I do to help?
* If you were in charge, how would you run the department? What changes would you make?
* What can I do to be a better boss? Describe your favorite boss and what were the positives?
* Think of your worst boss. Why do you categorize that boss as such?
* If you could do anything you want, what would it be?
* If you had a choice of a motivational speaker between Lou Anna Simon, Mark Dantonio, Tom Izzo or Sparty, who would it be?
* If we could promote someone within the office, who would it be and why?
* If you could change one thing about your office, what would it be?
* If you could switch places with one person in your department, who would it be? Why?
* What can I (the supervisor) do to make your job better? Why?
* It’s career day. How do you explain your job to the class?
* If you were the manager, how would you lead?
* What would make your job more fun?
* What would you do if budget were no issue?
* What excites you about what one of your co-workers does?
* How does your role fit into our vision?
* How would you grade our division?
* What makes you awesome?
* Tell me what you think I do.
* If you had my job for a day, what would you do differently?
* Do you think I can do your job?
* How does your desk look at the moment?
* If you were the director, what would you change?
* If you’ve ever had work-related dreams, what were they like?
* If you could redesign the office layout, what would it look like?
* If you could change the organizational structure, what would it look like?
* If I gave you two days off, how would you use them? What would you do?
* What is something you look for in coworkers?
* Who is our department “super hero” and what do they do?
* What is one thing you would add/take away from your job description?
* When are you most productive?
* What new challenge do you want to see?
* What should we not be doing?
* What do you do when you leave work? What do you want to do?
* What do you see as your next job?
* Who do you like to work with? Why – what traits?
* What do you think about when you do your job (what’s on your mind)?
* What one thing would you change to sustain your employment in your position?
* What personally fulfills you in your position?
* What tools and resources will help you have satisfaction in your position?
* How would you like to grow in this position?
* What’s the most important thing you have learned?
* What do you do that I don’t know about?
* How would you write your own job description?
* What would you like to learn?
* What challenges you? How do you know when you are being challenged?
* How do you feel appreciated?
* What are your professional goals?
* What do I not know that I need to know?
* What is the one thing that you would add to the office that would make your job better?
* What is something you hate doing?
* What’s your afternoon coffee?
* What motivates you to do a good job?
* What do you feel would be the ideal supervisor?
* What do you think are our biggest challenges as staff?
* What kind of superpower would make you better at your job? Why?
* What would you do to make the department run more efficiently?
* Describe a weakness that you have recognized in yourself and staff. How have you work on strengthening those weaknesses in your current role?
* What would make you want to work with your current staff rather than a movie star?
* What would make you stay if you didn’t get a pay increase for the next two years?
* If there is one job duty you would lose if you could what would it be?
* What type of training or workshop activities would benefit you in your position?
* If you could change something within your work environment what would it be?
* What would you do with 30 minutes of your work day if you could choose any task that could benefit the employer/organization?
* What would you do to make our department more fun and productive?
* What tasks make you want to stay in this position?
* Name something you wish we had?
* What would make you feel more important to the team?
* Do you mind going home exhausted because you were so productive? Helpful?
* What could we do to create a more fun atmosphere?
* How would you feel about getting together outside of the workplace as a department? For example – bowling.
* Do you have a co-worker you consider a close friend?
* What is the common bond of you and someone else you have a good working relationship with?
* If you could get rid of one thing in your job what would it be?
* Do you feel appreciated?
* What excites you about your job?
* Describe your ideal day at work.
* Describe your ideal office work space.
* How would you explain or describe your work to someone who knows nothing about what you do?
* Who would you trade jobs with for a day at (your organization)?
* How does your role contribute to the overall outcome?
* What will make your eyes dance?
* How are you doing today?
* How can I as your supervisor support/help you?
* What would be a good reward or incentive for you?
* What percentage of your day do you feel stressed?
* What is one strength you have that is not being used to the fullest?
* What other job/department/career would you be interested in?
* How can you positively portray what your job is? Or do you positively portray your job?
* Are you happy with your job? What would make you feel more engaged?
* If you wanted to be famous – what would you want to be famous for?
* Describe your “dream” office and why does it not exist? Could it?
* If you could trade places with one person for a day – who would it be? Why?
* If you found $10,000 and no one claimed it after a period of time, would you keep it or donate it to a needy charity?
* What would be the one change you could make that would make you want to stay?
* What about your job or department would make it more fun?
* Do you feel like an important part of the mission for your department? Why?
* What would make this place the ideal place to work?
* What one thing would you want to do to better your career?
* What one thing could you do to make your day better?
* If you could switch jobs with anyone in the office, who would that be and why?
* Do you see this training going well?
* How would you lighten the mood in the office?
* What kind of stress relief do you enjoy?
* What do you think (I value your opinion)?
* How do you fit in here?
* What else do you have to offer our team?
* Where do you see yourself five years from now?
* Does the boss care about my personal situation?
* When the phone rings, who do you hope is calling?
* What tools can I give you to help you succeed?
* How do you envision your ideal workspace?
* What about this job is interesting and engaging?
* What would cause you to stay in this position versus another job at the same wage?
* What do you want to learn – to help grow?
* What tools can I give you to help you succeed?
* Can you name something that would make us more efficient?
* What can I do to best serve/support you?
* What skills do you need to develop to prepare for greater responsibility or career advancement?
* What helps you feel connected to the group?
* If you had a job offer today, what would it take to keep you?
* What can I do to make your job more rewarding?
* What are the three things you like about your job? What are the three things you dislike about your job? What do you dread about your job?
* What would you like to accomplish here?
* What would cause you to leave?
* What roadblocks are you facing and what can I do to help?
* If you could get rid of one responsibility what would it be and why?
* What training/development do you need to excel at your job?
* What equipment do you need to excel at your job?
* What could I (as a supervisor) do differently to make your job easier?
* How does my contribution make a difference?
* What is your dream job? What about the job do you like?
* What can we do to make your stay here more comfortable?
* Why are you here?
* If you were in charge would you do/change?
* What are your core values and does this job meet your value needs?
* Do you enjoy what you are doing? What would you do/not do differently?
* What makes you get out of bed in the morning?
* What are you good at?
* What is next for you?
* How do you see my role developing within our organization?
* What makes the job enjoyable to you?
* What is your long-term goal?
* What kind of team player do you see yourself as: 1.) Leader? 2.) Follower?
* If you could change three things, what would they be?
* How do you adapt to change?
* What is the most disappointing aspect of your job?
* What keeps you up at night?
* What would you change if you were the director?
* What do you like about your job?
* Do you like to boat?
* If you could job shadow anyone who would it be?
* If you could drop a task, what would it be?
* If you could do more of a certain task, what would it be?
* What is your next position and how can I help you get there?
* If you were supervisor for a day, what would be your first decision?
* How can I help you to be successful?
* If you were a superhero, who would you be and why? If “I” were a superhero, who would you label me to be most like?
* What would not make you retire early (speaking to an older employee)?
* If you were the supervisor for the day what would you change and why?
* What aspects of your job do you feel has a positive impact on the organizational goal?
* What changes could we make to make your job enjoyable or rewarding?
* What do you value every day and need?
* What type of validation do you like?
* What changes should we make?
* What do you do that gives you satisfaction?
* What do you do that you enjoy?
* If you were in control, how would you manage this?
* In one day in your life at work, what makes it a best day or the perfect day, and what makes it that way?
* When you are away on vacation, what would help you take the break?
* What do we need to stop doing?
* Over the next 5-10 years where would you like your primary focus to be?
* What are the top things you need from me for your success – specifically?
* What do you think the unit needs to be successful?
* What is the one thing we are doing well, what is the one thing we are not doing well?
* What is the most satisfying part of your job and why?
* Name one or two highlights from the past year for you.
* What are your professional goals over the next year, and what tools/training will you need to accomplish these goals?
* Career aspirations?
* Provide ideas on what would foster more efficient processes for your work.
* What new areas do you want to learn more about, and possibly begin to work on?
* What would you do if you were me?
* What do you not like about job obstacles?
* What motivates you?
* What’s most important to you?
* If money was no object 🡪 write your job description.
* Describe the perfect job relationship.
* Describe your ideal work environment (type of people).
* What’s your biggest barrier to success in a job?
* Is the job what you expected?
* Are there skills you possess that we aren’t using?
* What areas would you like to learn more about?
* Are you happy with your job?
* What would it take to make you happy?
* How can you feel empowered to do your job?
* What are the frustrations in your job?
* What barriers prevent you from doing your job like you think it needs to be done?
* We all want to: contribute, make a difference, do a good job, be happy 🡪 how can we achieve that?
* How do we avoid “burn out?”
* What is your dream job? What’s the connection to what you are doing now?
* What inspires you to come in everyday?
* What do you need from us to do your job?
* Is this still interesting?
* If you switched jobs what is one thing you would bring with you?
* What would make you turn this into a career?
* If today was your last day, what would you miss most about working here?
* Why work at the Union as opposed to being an R.A. or Computer lab assistant where you could make more money?
* I can’t wait to offer you a raise, what other incentive could I offer you?
* When you think about your job, what excites and fascinates you about the work we do?
* How much do you value your current job?
* If you were in my shoes, what would you do to motivate our team?
* If you could modify your job description, what would you add or change?
* When you think about the end of the year, what would make you desperately not want to leave?
* How are you going to leave your mark/legacy?
* What keeps you up at night, and how can you contribute that to your work?
* If you were in charge, what changes would you make?
* How can I help you gain skills in this job?
* What limits you?
* What challenges can I help you overcome, and what professional development or skills you wish you had?
* What do you want to be when you grow up?
* How do you make yourself someone you want to work with, and how can I make myself someone you want to work with?
* What are your goals? Do you have a career on mind to compliment/ support those personal goals?
* How can this job support your goals?
* What work type of return are you expecting on your investment?
* If money isn’t a factor what the three things you would come to work for?
* Out of all the tasks you do, what is the one thing you could do over and over again? Why?
* What is your perfect day at work?
* Would you want your best friend to work here and why?
* Do the things that excited you most about the job still exist?
* What is the most meaningful work you perform?
* What are your take-aways from your position?
* What do you find most interesting about this job?
* If you could remove one part from this job, what could it be and why?
* If you could gain training in your area, what would it be and why?
* What resources do you need to perform your job better?
* What is your favorite part of the job?
* What can I do to keep you here?
* Why this particular job?
* If you could go to another department, where would you go?
* What is your least favorite task and why? How can we make it better?
* What can we do to make your job more fun?
* What would make you stay?
* What are your professional goals and how can this job compare you for those?
* What is something you wish I knew about you?
* What motivates you?
* What is your ideal work environment?
* What about this job makes you feel special / significant?
* Do you feel supported, if not how can I better support you?
* If you were “in the driver’s seat” of this department, what would you keep the same? What would you change?
* If you resigned tomorrow, and we removed your position, how would that impact the department? How valuable do you feel your position is to the department, and you in particular?