

Conversations That Count

Conversation is the tool that helps people explore ideas and assumptions. The goal of conversation is to deepen understanding, not to debate opinions. Here are some simple questions that spark conversation and will help you to engage your Millennials.

1. create **Climate** *energize and empower*

- What kind of partnership or coaching relationship are you seeking from me?
- What makes a great day at work for you? What are your favorite parts of your job? Less favored?
- How can I best recognize you for your contributions and efforts?
- How well are you able to balance your work with interests and commitments outside of work?

2. customize **Communication** *messages that matter*

- How do you prefer to receive information?
- How do you use technology to communicate? Do you have a preference?
- How do you learn best? What helps and hinders your learning?
- What kind of feedback and or information do you want to provide me with on a regular basis?
- How are you doing at building relationships with your colleagues? What support can I provide?

3. clarify **Career** *"own" your career*

- What actions are you taking to manage your career? How can I support you?
- What kind of work would you like to be more involved with? Less involved with?
- What skills and capabilities are you interested in developing here? What does career growth mean to you?
- What do you need to learn next to meet your goals or leverage your strengths?
- How would you describe your reputation? Which parts are you pleased with? Are any changes needed to accomplish your goals?