



Exploration Conversation

BEFORE THE CONVERSATION:

Ask your employee to think deeply about a time when they felt energized and successful.
This experience(s) will be the driver of the exploration conversation.

ASK:

Which of your strengths did you use the most?

During this experience, what motivated you? When did you feel the most energized?

Did anyone help you in this experience? Who?

How did they enable your success?

Who did your work impact? How did it help them?

What about this experience made you feel or help you be successful?

How was the work aligned with your values, strengths, and motivations?

How much clarity did you have about the desired outcome?

How much autonomy were you given?

How much feedback were you given? How often? What kind?

How much recognition were you given? How often? What kind?



Exploration Conversation

FUTURE FOCUSED:

To do your best work and make you experience these feelings more often, think about a vision of your work with prioritized details:

THINK ABOUT...

Which strengths should you apply?

Which of your motivations should you align the work with?

How can your supervisor help you achieve these things?
(ex: feedback, recognition, roadblocks, type of work)

Who are the right partners for your most important work?

What could interfere with your success?

What are the most important conditions you need to be successful?

How can you overcome the challenges you may have?