

A More Engaged Employee in ONE Simple Conversation



Tailored Consulting
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Question 1

Do I know what is expected of me at work?

Employees who don't know what's expected of them at work will often fill in the gaps with what they **think** their leader expects. This leads to many employees wondering if they're meeting expectations, or assuming that they aren't.

Ask these two questions to explore expectations together.

1. What aspects of your job responsibilities would you say are the most and least clear, as far as what is expected of you?
2. What actions could you and I put in place to make sure expectations are clearly communicated on a regular basis?





Question 2

Do I have the materials & equipment I need to do my work right?

Employees are often aware of materials, equipment, tools, and technologies that would make their work easier, but for various reasons they don't ask for them. Listening for, acknowledging, and providing these materials and equipment can provide an instant boost to engagement. You just need to ask.

Ask these two questions to identify materials and equipment.

1. What physical materials would make your job more effective, efficient, or enjoyable if you had access to them?
2. What digital tools, materials, or software would make your job more effective, efficient, or enjoyable?





Question 3

At work, do I have the opportunity to do what I do best every day?

Employees who leverage their natural strengths at work find more success and satisfaction in their job. On the contrary, employees who regularly do work that is difficult for them or unenjoyable tend to experience intense feelings of burnout.

Ask these two questions to identify materials and equipment.

1. What job-related activities do you look forward to or lose track of time when engaged in?
2. What job-related activities would you happily stop doing or automate if you could?





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Almost 60% of leaders report feeling worn out at the end of each day

Leadership is hard.

Having engaged employees helps. This worksheet is a step in the right direction. But you don't have to do this all on your own. Leadership development through Tailored Consulting can help you learn more skills and tools to help you make the most of your employees, manage dysfunction on your team, and give you capacity to grow into your potential as an impactful leader.

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