



## **Conversation Guide Q06: There is someone at work who encourages my development**

### **ASK YOURSELF**

- How do I know the development opportunities that are most important to members of my group and are relevant to their career path?
- What are the shared goals and established expectations for the group?
- How do I regularly celebrate the successes and achievements of each member of the group?

### **ASK YOUR GROUP MEMBERS**

- What do you enjoy most about your work?
- What challenging experiences are you facing?
- What is the best way for me to encourage your growth and development?
- If you could learn anything that would have an effect on your current role, what would that be?
- When you are “in the trenches” getting the job done, what are some ways we as a group can help you?
- When you achieve your goals, how would you like to receive recognition?

### **SOME BEST PRACTICES**

- Teach each member of your group the knowledge and skills they need to be successful in their roles.
- Meet with each member of your group regularly to review progress on their development plans.
- Identify your role in the development process of each member of the group.
- Consider what development opportunities you can offer.