

Employee Value Proposition-Based One-on-One Questions for Leaders

Meaningful Work & Purpose

What part of your work feels most meaningful to you?

What types of projects or tasks energize you the most?

Can you share a time recently when you felt especially proud of your work?

Career Development & Growth

How would you like to grow in your current role over the next year?

What kinds of learning or development opportunities are most appealing to you?

What long-term career goals are you working toward, and how can we support you?

Work Environment & Culture

How would you describe the current team culture?

What helps you feel included and supported in the workplace?

What makes you feel valued by your coworkers or leaders?

Work-Life Harmony

How do you manage your workload and personal commitments?

What would make it easier for you to maintain a healthy work-life balance?

Recognition & Communication

How do you prefer to receive recognition for your efforts?

What kind of communication from leadership helps you feel informed and supported?

Compensation & Rewards

In what ways do you feel rewarded for the work you do?

What types of non-monetary rewards or benefits matter most to you?

Supervision Style

What kind of supervision or support helps you do your best work?

How do you prefer to receive feedback from your supervisor?

What leadership qualities do you most appreciate in a manager?

Overall Satisfaction & Retention

What aspects of your job make you want to stay with the organization?

If you were to consider leaving, what factors would influence that decision?

What is one thing we could improve to enhance your experience here?