

## QUESTIONS TO ENGAGE NEW EMPLOYEES

- Why do you think we selected you as an employee?
- What do you like about the job and the organization?
- What's been going well? What are the highlights of your experiences so far? Why?
- Do you have enough, too much or too little time to do your work?
- How do you see your job relating to the organization's mission?
- What do you need to learn to improve? What can the organization do to help you become more successful in your job? (Be prepared for action.)
- Tell me what you don't understand about your job and about our organization.
- Compare the organization to what we explained it would be like.
- Which co-workers have been helpful since you arrived? (Pinpoint who can be influential in retaining new hire.)
- Whom do you talk to when you have questions about work? Do you feel comfortable asking?
- Does your supervisor clearly explain what the organization expects of you?
- Do you believe your ideas are valued? Give examples.
- How well do you get along with co-workers?
- Have you had any uncomfortable situations or conflicts with supervisors, co-workers or customers?
- Do you have any question for me or suggestions on how the job can be managed better?

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