

12 Questions for Better Feedback

Adaptable to any role and relationship, use these questions to get a better picture of an employee's concerns and experience in the workplace.

1. Do any of our processes seem inefficient to you? How can we fix them?
2. What do you need help with?
3. Is there anything in your world that's causing frustration?
4. Looking back on the last few weeks, is there anything that could have been better?
5. What is the most meaningful part of your day?
6. Was there a recent event, meeting, training, or discussion where you did not get to share your thoughts? Would you like to share them now?
7. Do you feel comfortable asking your chain of command and coworkers for help?
8. Thinking back to your on-boarding experience, how effective do you feel it was in getting you up to speed?
9. Do you have access to all the tools and resources you need to effectively do your job?
10. In a typical week, how often do you feel stressed out?
11. Do you feel recognized for your work and contributions?
12. Does the feedback you receive help you grow in your position and your career?