

Questions To Ask Employees You Want To Keep

By Lora J Adrianse

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Times of cost cutting and downsizing has dramatically impacted the way employees look at their careers. Employees at all levels now know better than ever that job security is no longer something they can count on. They've been required to think bigger, look at other options and do whatever it takes to prepare themselves for the future. In essence, they have let go of their corporate commitment and become "free agents" in search of the best opportunity available.

"Retention of talent" has become a key strategy for the largest corporations around the world. Some are looking at things like building new fitness centers. Others have gone deeper and are looking to their leaders to become more competent "retention managers".

Take time now to start talking to your people, really listening to their responses and taking action to change what needs to be changed. Here are a few questions to get you started:

1. What would make your work more meaningful and satisfying?
2. What conditions would cause you to seek employment elsewhere?
3. What is it that keeps you from seeking other employment?
4. What changes need to be made in your work environment?
5. How do you like to be rewarded and acknowledged for a good job?
6. What is your greatest challenge or roadblock?
7. What makes you feel like a valuable contributor?
8. What support, tools/resources, skills or empowerment do you need to be more effective?
9. What strengths or talents do you have that aren't being utilized?
10. What de-motivates you?
11. What else needs to be asked?

Lora J Adrianse is the owner of Essential Connections. She is a Coach, Consultant and Facilitator who specializes in the development managers and business owners. She recently left a long-term corporate career to focus on her passion for helping others bring out the best in themselves through the use of Emotional Intelligence. She can be reached through her website www.connectionscoach.com

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