

How to Grow & Keep Great People — One Conversation at a Time

Use these prompts to help your people grow, stay, and thrive.



Growth & Skills

“What’s one skill you’d love to build this year —and what’s standing in your way?”

Career Visibility

“Do you feel like your career path here is clear? What would help you see what’s next?”

Flexibility + Performance

“Is our current schedule or setup helping or hurting your performance?”

Connection + Belonging

“When do you feel most connected to your team or your work? What’s missing?”

Motivation + Retention

“What’s keeping you here? What could make you want to leave?”



PRO TIP

Listening is the first step. Following through is what builds trust.