Supervisors tend to demonstrate genuine curiosity during the interview process, but not beyond. Keep the interview going by engaging in routine conversations that reveal the value you have in your employees and what might be important to consider for career growth. These are not in any order of importance – select as it seems appropriate. Take notes.

**Skills and Strengths**

- What have you always been naturally good at?
- What can’t you keep yourself from doing?
- What are you known for?

**Values**

- Looking back, what’s always been most important to you in life and in work?
- What issues or problems do you feel most strongly about?
- What are your top three values or things you hold most dear?

**Interests**

- What do you enjoy learning about most?
- What do you wish you had more time for?
- How would you spend your time if you didn’t have to work?

**Dislikes**

- What kind of work have you typically gravitated away from?
- What tasks routinely get pushed to the bottom of your to-do list?
- What bores you?

**Preferences**

- What aspects of past jobs have you loved most?
- How do you like to work?
- What kinds of work settings/spaces help you do your best work?

**Weaknesses/Opportunities**

- What lessons do you find yourself learning over and over again?
- How do your strengths sometime work against you?
- What skills do you appreciate in others that you don’t’ always see in yourself?

Together with your employee, determine conclusions by asking follow up questions such as:

- How do these pieces fall together?
- What are the commonalities, themes, or connection points?
- What picture/image does it yield?