



## Guide for Reflective Staff/Coworker Review Conversations

In response to current and anticipated shortages of skilled practitioners in the social professions, Council delegates have been looking for methods to survey the professional needs of those already working in the field. The suggested questions can also be an instrument to identify current concerns of future staff/coworkers. They can be used for this purpose in future visioning and planning processes in organizations.

The following questions are suggested for used in staff/coworker review conversations, in order to elicit insight on why individuals join our work, why they stay with us, why they leave again, and why the return.

### 1. Questions about the time up until arrival in the organization

- How did you find us?
- What were you looking for? What did you want to find?
- What did you expect? And what did you find?
- What was your first impression of us?

### 2. Questions after a longer period of time spent in the organization

- Has our reality met your hopes?
- What motivates you with us? What demotivates you?
- What inspires you? What disappoints you? What are you missing?
- What do you like to do? What do you find particularly difficult?
- Where do you feel under- or overchallenged?
- Have you found the right place within our organization? Where do you see yourself within our organization? Where would you like to see yourself?
- Where do you see our strengths as an organization? What do you experience as weaknesses or mistakes in the organization that need to be corrected?
- What obstacles are there for you, where did you encounter barriers? What has supported you, where has there been support?
- What should we do more of? What should we do less of?
- What can we do to keep you here?
- How would you describe your relationship to anthroposophy and curative education/social therapy?
- Do you feel valued and needed?
- Please try to describe what mood you perceive in us. What does this mood have to do with you? What does it do with you?

### 3. Questions about the decision to leave the organization

- Why do you want to go?
- What would have to change for you to want to stay?
- What good advice, what tips would you like to give us so that young people will be well off with us in the future?
- What are your goals? Do you already have ideas and goals for the time to come?



#### **4. Questions about the decision to stay in the organization**

- Why do you want to stay?
- Which values appeal to you most?
- How can we help you grow with us?
- Are there impulses that you would like to realize with us?
- What skills do you bring with you and where do you see your need to learn more?
- Where do you experience conflicts that need to be solved in your eyes?
- How do you experience the way of dealing with closeness and distance among staff/coworkers and people in need of support?

#### **5. Questions about the interest in taking on more responsibility in the organization**

- In what area can you imagine taking on responsibility?
- What is close to your heart? Where would you like to take on a task?
- What would you like to change with us? What should absolutely be preserved?
- What are your professional goals – medium-term and long-term?

*Collected and compiled by the participants of the working group on Young Professionals during the meeting of Council delegates on October 13 & 14, 2018.*

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