



# Engaging Conversation Starters

## Q10. I have a best friend at work.

The best managers encourage friendships in the workplace by creating the conditions under which such relationships can thrive.

### Quick Connect Conversation

A Quick Connect is a one- to 10-minute conversation to stay connected with employees and their short-term work.

Questions to Ask	Sharpen Your Approach
<ul style="list-style-type: none"> <li>When did you have the most fun at work during the past few months?</li> <li>How can we make sure that we have more moments like these?</li> <li>Can you think of a time when you depended on someone else from our team for success?</li> </ul>	<p>Listen for evidence that employees feel as though they have strong partnerships that help them be successful. Consider how you can help your team members build more effective, interdependent partnerships.</p>

### Team Check-In Conversation

A team Check-In is a 10- to 30-minute conversation to discuss team successes and current needs while still keeping a focus on the team's future work.

Questions to Ask	Sharpen Your Approach
<ul style="list-style-type: none"> <li>When did we have the most fun at work during the past few months? How can we make sure we have more moments like these?</li> <li>How do relationships at work help us do our job better as a team? Can anyone give an example?</li> <li>What would help us build stronger relationships inside and outside our team?</li> </ul>	<p>Encourage team members to develop supportive relationships with one another.</p> <p>Identify any barriers to building trust and respect among team members, and ask the team to help find ways to break down these barriers.</p>

### Individual Developmental Conversation

Developmental conversations are typically 10 to 30 minutes. They help assess and identify employees' engagement needs.

Questions to Ask	Sharpen Your Approach
<ul style="list-style-type: none"> <li>How do you help make our work environment positive and productive?</li> <li>How do your work relationships help you do your job better?</li> <li>Do you feel that there are team members whom you can trust and depend on?</li> <li>Do you think our team works well together? What could we do to help you build stronger relationships at work?</li> </ul>	<p>Listen for evidence that this employee has strong partnerships that helps them be successful. Consider how you can help this employee build more effective, interdependent partnerships.</p>