**Professional Development – Group Conversation Starters**

1. If you could change one thing about your job today, what would it be?
2. If you could improve one process, which would it be? How would it be different?
3. What skills do you feel you need to practice more? To excel in your job? To advance?
4. What’s a recent management decision you didn’t understand?
5. Do you feel we meet frequently enough to enable you to do your job effectively? What communication would help?
6. In what areas of your job do you wish you had more support? (Support could mean so many different things here.)
7. What brings you joy in your work?
8. What do you need from me to help you in your development?

**Professional Development – Reflective Questions**

**What do you REALLY want to do?**

This is really the most vital question you can ask yourself. It is the question that can (and should) drive all of your professional development actions.

**What are your best assets?**

This question is about your strengths, your most important qualities--your positive core. While you may be pretty good at many things, knowing the 1-3 things you're REALLY good at can help you think more strategically about how to build on your assets.

**What kind of people do I need around me?**

When it comes to professional development and career, it helps to look at the support system we need and whether or not we have it. Who is supporting you in professional development? Do you have colleagues around you who want to learn? Have you created for yourself a circle that allows you to grow and flourish professionally?

**What do you stink at?**

Finding out what you are NOT good at is a great clue about where you need to develop your connections and network. It's also a good way to help you refine your vision for your career and professional development--how can you create opportunities for yourself that mitigate your weaknesses?

**Where are your examples and inspiration?**

Look around you. Who do you know personally who is an inspirational example of learning and professional development? What stories, quotes, ideas, etc. can you collect that will inspire you to grow as a learner and keep on learning?

**Professional Development – Questions for Brainstorming**

What risks would you take in the next year in your current role, if you knew that you could not fail?

If you could change one thing about your job today, what would it be?

If you could improve one process, which would it be? How would it be different?

What important-but-not-urgent task or project do you wish you had more time on which to work?

What do you want to be remembered for in this job?

What skills do you need to learn to excel in your job?

What skills do you feel you need to practice more?

What’s a recent management decision you didn’t understand?

Do you understand how your work contributes to our department’s success? To our organization’s success?

On a scale of 1-10, 10 being “extremely,” how satisfied would you say you are in this job? What would make it an X+1? What would make it a 10?

Do you feel we meet frequently enough to enable you to do your job effectively? What communication would help?

Are there areas of your job you wish you could receive retraining?

In what areas of your job do you wish you had more support? (Support could mean so many different things here.)

What brings you joy in your work?

What do you need from me to help you in your development?