

Well-being & Job Satisfaction

1. How are you feeling about your role?
2. Are there any challenges you're facing that are affecting your work?
3. Do you feel supported in your role? If not, what can we do better?
4. How is your workload? Do you feel overwhelmed, or is it manageable?
5. Do you feel safe and comfortable in your work environment?

Performance & Client Support

6. What's been going well in your work recently?
7. Are there any specific clients or situations you find particularly rewarding or challenging?
8. How do you handle difficult situations with clients or their families?
9. Are there any tools, resources, or additional training that would help you in your role?
10. Have you noticed any changes in the needs of the people you support that we should address?

Growth & Development

11. What skills would you like to develop further?
12. Are there any training or professional development opportunities you're interested in?
13. Do you feel like you're progressing in your role? Why or why not?
14. What are your long-term career goals, and how can we support you in achieving them?
15. Is there a particular area of disability support you'd like to specialize in?

Team & Workplace Culture

16. How is communication within the team? Do you feel heard and valued?
17. Are there any team dynamics that you think need improvement?
18. Do you feel comfortable bringing up concerns or ideas for improvement?
19. How can I, as a leader, support you better?
20. What's one thing we could change as a team to make your job easier or more enjoyable?