

REALITY

NOW

- Tell me how you feel at work.
- How rested do you feel before work?
- How motivated are you in your work?
- What difficulties do you have when communicating with colleagues?
- How understood and supported do you feel with you colleagues?
- What would encourage you to perform better?
- What kind of additional skills do you need to acquire for this job?
- What new things you are ready and open to learn?
- Do you need any other resources?
- Do you have any ideas for improving your performance?
- How can I help you to improve youyour

CHOICE

- Do you think you can manage your performance better?
- What steps can you take to address the issue?
- What else could motivate you?
- What kind of support would encourage you to act?
- What worries you in your communication with others?
- Would training or new skills be helpful for you?
- Would a change in work environment and/or in time schedule help?
- What other resources could help you act?
- What other issues you want me to discuss?
- What kind of support can I give you?

OPTION

GOAL

- I would like to speak about your attitude to work.
- I would like to discuss the reasons for this attitude.
- I would like to discuss what you can do to address the issue and how I can help you.

WAY FORWARD

M.A.P.

- What do you think you need to change initially?
- What is the first step you will start with?
- What will be the next steps?
- When will you start acting?
- How do you think this will affect you?
- How will you overcome the wish to give up?
- How will you assess the outcome of the actions?
- Will you seek support from colleagues?
- What on-going support do you need from me?
- How frequently should we meet to review the outcomes and results?