

## ACTION ITEM

## 2b. HOLD VOICE CONVERSATIONS



## PURPOSE

Affirming the worth and potential of others can happen all the time, formally or informally. When people feel truly understood, they feel valued. As a leader, you have the opportunity to help others discover their “voice” by engaging the whole person.

## TIME

10–20 minutes per conversation.

## INSTRUCTIONS

1. Set up a time to meet with each team member and hold a Voice Conversation.
2. Explain the purpose of the conversation: To gain a deeper understanding of the person.
3. Use the Voice-Finder Interview to guide your conversation.
4. Modify or add questions as necessary.
5. Explore together ways to align the team member’s work more closely to his or her “voice.”



Show the video *Hidden Potential* during a team meeting.

- Let your team members know that you will be meeting with them one-on-one over the next few weeks or months to learn more about their “voice.”

**TIP:** Use Cards 1–5 to help ensure follow-through for both of you.

# VOICE-FINDER INTERVIEW

## NEED

What needs do you see on our team or in our organization?

Imagine you had the resources, what is the one thing you could do that would create the most value for our team?

As you think about our team vision, strategy, and WIG, what is a significant contribution you could make?

## TALENT

What are you really good at?

What problems do people frequently come to you to solve?

What things do you do really well that give you a deep sense of satisfaction?

# VOICE-FINDER INTERVIEW (continued)

## PASSION

What have you always loved doing?

Think of a time when you were most passionate about your work. What was happening?

What gets you most energized about your work?

## CONSCIENCE

What would make your work more meaningful to you?

What contribution would you love to make in your current role?

What would you like to contribute that you think would help us better live our values?