

## Module 6 Discussion Questions

### **GROWTH:**

#### *To Grow Your Business You Must First Grow Yourself*



1. Reflect on your current process for annual, mid-year and/or periodic employee reviews. Do you spend time talking about and mapping out your employees' career goals? If not, what can you do to revamp that review process? What factors would be included when mapping out goals? (Promotions? Increase in pay? Furthering education/training?)
  
2. Have you ever experienced a time in a work or school environment where you were thoroughly bored? What was that experience like – to not be challenged to the point of keeping your interest?
  
3. How would you describe your organization's talent programs? How do you think your employees would describe them?
  
4. How many of your employees' career goals do you know? Are you tuned in to what would be considered a dream achievement for each of them? Once you know, what could you do to help them achieve these goals?
  
5. Allowing your employees to grow and advance could mean they grow their way out of your organization and move on. What's your comfort level with this idea? How willing are you to make this effort knowing it's possible you could lose them?