



UNITED WE WIN STARTER KIT

PHASE ONE: MEMBER-TO-MEMBER OUTREACH

Supplemental List of Open – Ended Questions for an All – Member Canvass

As the initiator of the one-on-one, take care to not focus solely on basic informational questions that elicit factual information (place of birth, alma mater, age, current residence, etc.). With the little time afforded, the conversations should be focused on getting to the motivations, self-interests, values and beliefs of the respondent. That information is typically revealed using follow-up questions that probe a little deeper, without prying or interrogating. The initiator should show genuine interest, using prompts like, “what made you do that?” or “why was that important to you?”.

The following are questions that are commonly used in relational one-on-ones; some are simply variations of similar questions. It is recommended that when your team is goal setting, the desired information and/or outcome is made clear at the outset.

- What motivates you to continue doing your job?
- If you could, what would you change to make your job better?
- What would you like to see happen to improve the workplace?
- As you enter the building each day, what are you most concerned about?
- What would it look like if our local was more powerful?
- What would be a clear indicator that your voice is heard in our local?
- What are 3 things that would make your work life better today?
- As you enter the building each day, what are you most excited about?
- What 3 things, if changed in our contract, would immediately change your work life for the better?
- What keeps you coming back to this district/school/program/work each year?
- If you were able to sit with a School Board member/your union president/IL State Legislator/a district employee from another school or department for just 10 minutes, what would be the most important thing(s) you'd want that person to know about you and/or your work?
- What has been the highlight of your career so far?
- What has been the biggest disappointment/challenge of your career so far?
- What 3 things, if changed, would make our union the union of your dreams?
- What has been the most memorable/best thing about your membership experience so far?
- What has been the most challenging/disappointing thing about your membership experience so far?
- What's the best thing about working in your department/program?
- What's most challenging thing about working in your department/program?