

Sample Rounding Questions

1. In what ways can I support you in managing the stress that comes with our work here in the _____ Department?
2. Are you aware of anything that may pose a safety risk to our patients, employees, or visitors?
3. In what ways can I be more effective in how I provide employees with feedback?
4. How can I demonstrate helping to balance your job and your personal life?
5. I always want to be improving my leadership; can you tell me one thing I could do differently?
6. Tell me about a co-worker who has done something you would define as excellent?
7. What are the top 1 or 2 things that makes it difficult to perform your job?
8. How can I demonstrate conflicts are resolved fairly in our department?
9. I want to make this an organization you never want to leave, what would make this the **best** work environment?
10. How am I doing communicating things to you?
11. Give me one reason you like to work here?
12. What motivates you to do your best work?
13. What are suggestions for me when I need to deliver difficult information that directly impacts some or all of you?
14. I want you to feel acknowledged for your hard work and contributions to the team; in what ways can I be more effective in providing feedback?
15. With performance appraisals coming up, I want this performance review to feel like it will help you improve. Does the feedback I already provide enhance your performance? What can I add to improve this process?
16. What skills would you like to develop further and how can I best support you in learning those skills?
17. What are some ways in which employees should handle a conflict that arises between them? In what specific ways can I be more effective in addressing work-related or personality conflicts in the unit/department?
18. What can we add to the performance review process to improve the process?
19. Tell me how this organization, I, and/or your peers can encourage you to be “all in” and engaged in enriching every life we serve?
20. Tell me how this organization can inspire you to do your best?
21. What steps can we take to achieve balance between our work and personal lives?
22. How can this organization demonstrate abusive behavior is not tolerated? And Do you feel like abusive behavior has been directed towards you?
23. What’s not going well; what keeps you up at night concerning our patient care or safety?

24. How can I (or the department) help you to better perform/succeed in your job so we always provide outstanding patient care?
25. What suggestions do you have to improve cooperation/coordination, working relationships with staff from other hospital units?
26. How can myself, this organization, or department help you deal with stress and burnout?
27. If you were running our department, what would you do differently?
28. Are you getting the appropriate resources from me? Is there anything I can be doing differently to support you?
29. What can I do to clearly demonstrate that I have your well-being and best interests in mind?
30. Do you feel you know what is required to perform well in your job?
31. Can you describe a recent situation in which our department members worked well together...to serve a patient? To fix a problem? Or improve something?
32. What ideas do you have to improve and enhance patient outcomes, safety, and satisfaction?
33. Who can I reward for demonstrating our behavioral standards?
34. What professional growth or educational opportunities would you like to see for the organization or department?
35. As our work lives only get busier, self-care will become an ever more important part of being authentic and having a positive impact without sacrificing our health or relationships. How are you incorporating self-care in your day-to-day work life?
36. Is there anything we can do better? (process or system problems that need to be fixed?)
Ideas to fix?
37. Is there anything getting in the way of giving the kind of care you want to your patients?
38. As your leader what do I need to start doing? And what do I need to stop doing?
39. Do you feel you know the value you bring to the workplace? If so, why or why not?
Please share your qualities and attributes that contribute to our success?
40. Tell me about a time when you felt suggestions were heard in the department? How can I continue to repeat the experience you just described?
41. What have I done to help you do your job better? What have I done to hinder your job performance?
42. What accomplishments are you most proud of? In which areas would you like to improve?