## DIRECT FROM THE SOURCE: Staff Interviews

A program’s most valuable asset is its staff. An organization holds a great deal of responsibility for ensuring the most appropriate, qualified staff are hired and retained to provide participants the most authentic experience possible while engaged in the program. Longer tenure for staff is important for the staff/participant relationship where trust and familiarity are important to a participant’s sustained engagement in the program.

From the community outreach worker, the parenting coach, to the Program Director – each person on your team makes decisions – both personal, and professional – that impact the lives of the participants you serve. While your program may not have direct control or influence on all the conditions affecting your staff’s life, you do have an opportunity to provide support and encouragement in the workplace.

By asking staff how they see their career progressing, and taking an annual “pulse” on their job satisfaction, you are empowering them to have control over their destiny – parallel to the work they’re doing with your program participants! The more engaged and in control of their professional lives staff members feel, the more likely they are to feel invested in the program.

1. List 3 professional/career goals you have for the upcoming year.
2. How can the organization support and provide resources to further your career goals?
3. (If questionnaire was previously completed) How have you progressed on working towards the goals you set for yourself last year?
4. Do you believe you can achieve your full potential working for this program? Why, why not?
5. If given the chance, would you reapply for your current job? Why, why not?