The Daily Star

Published: Wednesday, December 18, 2013

Wanted: Curious employee

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Sometimes, in order to make your employees something better, allow them to ask questions and find it out for themselves rather than directly placing the answers on their plate. Here are some ways you can get your employees to ask more questions:

i. Hold weekly question rounds
Like every week's regular team meetings, hold a regular only-question session. Give your employees the floor to ask questions about anything- could be as silly as where to file the new document. Just ensure the questions are not offending to others or isn't criticized by others. It may take up a few hours, but the outcome can be overwhelming. Employees feel like a part of the organization.

ii. Introduce topics that interest them
True, in a workplace, the questions are expected to be office-centric. However, during the questioning session introduce topics that the employees care about. It could be regarding their motivation, pay raise or team building- anything! They would be able to relate to the topics presented and would be motivated to raise meaningful questions.

iii. Acknowledge the best question
Face it, you cannot expect anyone to put all their efforts for something they gain nothing from. You need to reward them for coming up with a round of different questions every week. While

you encourage everyone to ask questions, acknowledge the best question of the week. Maybe have a badge or a certificate to reward the group/individual with the best question every week.

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Though it is an all-question session, it's pointless asking them without having any answers to it. While anyone or you suggest an answer, question that solution. Let them ask you how feasible it is or how long it would take to achieve it and suchlike.

Most of all, it's always needed to minimize communication noise. There's plenty of space to misunderstand a simple rule as each and every individual perceives a message in his/her unique way. We avoid asking questions in offices because we were never encouraged to ask questions, or it might make us look stupid. Well, that's not the case. As an employer, one should always encourage question sessions so that the employees are least confused. After all, best communication within the organization will only make you look stronger from the outside. You want flawless work; get your team to ask questions.

The writer is a Career Services Officer at BRAC University.