

# Questions for Employee Conversations



### Perception & Relevance

- What role does teamecho play in your daily work?
- Do you feel your feedback is taken seriously?
- Why is (or isn't) it important for you to give regular feedback?

### Understanding & Clarity

- Do you know what happens with the feedback you give?
- Is it clear to you why your team is using teamecho?
- How transparent is the process around the feedback results?

### Communication & Impact

- Does your team lead talk to you about the results?
- Have you experienced any positive changes due to teamecho?
- What would you like to see done differently or better?

### Trust & Culture

- Do you feel comfortable giving feedback via teamecho?
- Are there topics you'd rather not give anonymous feedback on? Why?
- How open to feedback do you find your team environment?

### Participation & Motivation

- Do you have ideas on how teamecho could be used better in your team?
- What motivates you to participate in teamecho regularly?
- What would you say to someone who thinks teamecho isn't useful?