

Quick conversation guide |  = Listen for

Your compass to key questions, conversation anchors and next steps for constructive employer engagement and inclusive employment.

↑ NORTH

What's already working well?

- What makes someone successful in your organisation?
- Which workplace adaptations have helped employees do their jobs well or stay in employment?
- What are you most proud of when it comes to supporting employees?

 Strengths, flexibility, supportive managers, good onboarding practices.

↓ SOUTH

What challenges or concerns do you encounter?

- What would make you hesitate when hiring someone who may need workplace support?
- Have you experienced challenges with onboarding or retention in the past?
- What difficulties do you see towards becoming a more inclusive employer?

 Concerns, misconceptions, practical barriers.

→ EAST

Where could opportunities exist?

- Are you open to exploring different ways to fill positions?
- How flexible are your recruitment and selection processes?
- Would you like to access a wider talent pool?

 Openness, labour shortages, untapped opportunities.

← WEST

What support would be useful?

- What kind of support would make recruitment easier?
- How could a job coach add value for your organisation?
- What would help managers feel more confident?

 Training needs, workplace support needs, partnership opportunities.

→ NEXT STEP

Before ending: arrange a follow-up meeting to discuss concrete employment opportunities and possible support needs.

Don't assess, explore.

Strengths > barriers	Possibilities > limitations
Partnership > persuasion	Small practical steps > large commitments



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