

Workplace Conflicts and How Best to Handle Them

Conversation Questions

1. Do you currently work? Where and what was the last job you had? What kind of work did you do?
2. Describe to me the company. How big was it? How many employees did it have? What services and products did it offer?
3. What were the work conditions like? Fast-paced, outdoor, office, quiet, slow, etc.?
4. Who did you report to in your job?
5. Did you work as part of a team? How many people were a part of your team?
6. Did you get along with every one of your coworkers?
7. Did you ever suffer a conflict at work? Describe a conflict you had at work (you don't need to go into detail and disclose confidential information)
8. What was your role in this conflict? How did you handle it?
9. Did you feel like you had the support of those around you?
10. What was the proposed solution of the conflict?
11. What was the outcome(s) of this solution? How did you feel about these outcomes?
12. Thinking back, what would you have done differently? Did you think the conflict, as a whole, should have been dealt with differently?
13. Have you ever disagreed with your supervisor or a teammate or had a different approach to doing things?
14. How did you express this disagreement in thinking?
15. Was the disagreeing opinion welcome? How was the disagreement received?
16. Did you feel a different in the workplace culture from your last country of residence?
17. What do you think about the workplace culture here in Canada? Do you think it could be improved in any way?
18. Did you work before you immigrated to Canada? What kinds of jobs did you do?
19. Did you think employees in the country you immigrated from had the sufficient rights? Do you think the employee here in Canada has enough rights?
20. How do you think the work-life balance here in Canada fairs with your last country of residence? Do people in Canada work more or less hours per week?
21. Do you plan on continuing to work here in Canada? How important do you think work is to your life?