



Stay Interview Questions

We've all heard about exit Interviews, but what about stay Interviews? While exit Interviews can serve a purpose, the downside is that it is too little, too late when it comes to retaining top performers. Stay Interviews are similar but focus on identifying key issues about how employees view their job and your company and allow you to take action to prevent an exit. Stay Interviews can be a key retention tool in the battle against costly and time-consuming turnover. They also allow you to uncover hidden talents and aspirations in your existing team members that could be of benefit to your business.

- ✓ What do you most look forward to when you come to work?
- ✓ Is there anything you dread about coming in to work?
- ✓ What would make your work more meaningful?
- ✓ Do you feel you are being given the tools and resources you need to succeed?
If not, what's missing?
- ✓ What strengths or talents do you have that aren't being utilized?
- ✓ Are there any individuals who you feel are particularly helpful to you? Harmful?
- ✓ Do you feel your achievements are recognized?
How do you like to be recognized/rewarded?
- ✓ Is there something that we do here that you'd like to be a part of but haven't been given the chance?
- ✓ What skill(s) would you like to learn? What experience would you like to gain? How do you feel we can support that effort?
- ✓ What do you consider to be your ultimate career goal? Do you feel you can reach that goal with our company?
- ✓ Do you feel that our pay and benefits are competitive?
- ✓ How do you think we could improve the employee experience?

We recommend conducting these conversations at least once a year, more often if you are undergoing significant changes in your business. Keep in mind that the conversation is about the employee, not the company. Yes, there is great value to the company, but that is a nice bonus to this process, not the core intention. The most important part is what you do after the interviews. Take action on what you learn – remove obstacles, provide opportunities, and make meaningful changes to improve the employee experience.



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