



# 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 is your favorite part of your job/role here?
- ✔ What accomplishment(s) are you most proud of in your time with us so far?
- ✔ 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?
- ✔ Is there anything you would like to come off your plate? Who could we prepare to give it to, or how could it be replaced or eliminated with better strategies and solutions?
- ✔ Are there any individuals who you feel are particularly helpful to you?
- ✔ What (or who) is your biggest frustration? What are you currently doing to handle the situation? If you're not winning this battle, how do you think I could help?
- ✔ Is there something that we do here that you would like to be a part of but haven't been given the chance?
- ✔ What skill(s) would you like to learn, or experience would you like to gain? Are there specific professional development opportunities you would like to pursue (classes, certifications, training, conferences, etc.)?
- ✔ Have you ever had a coach or mentor? Is this an opportunity you would like to explore? What would you hope to learn and develop through such an experience? Do you have a certain person in mind as a potential mentor?
- ✔ What are your ultimate career goals? Do you feel that you can reach your goals with us?
- ✔ Do you feel your achievements are recognized? How do you like to be recognized/rewarded?
- ✔ Do you feel that our pay and benefits are competitive?
- ✔ How do you think we could improve the employee experience?
- ✔ If there was one thing you could share with our CEO (SVP, Dept. Head, etc.), what would it be? Why did you select that? What would you hope could change if they heard what you want to say?

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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