

## Stay Interview

(Adopted from: The Employee Engagement Group)

A stay interview is a structured discussion with individual employees to determine many of the same things an exit interview would determine, but with retention in mind. Intent to say reaches a low point after 3 years with an organization. It's at this time that an employee is vulnerable to outside offers and begins to see the 'grass as greener' elsewhere. By conducting a stay interview, managers and human resources can help the employee see the 'green' within the current organization and reinforce the aspects of the business that are attractive. At the same time, the stay interview reveals areas of the organization or manager that could be improved.

Ideally the stay interview is conducted by the employee's direct manager to help determine immediate needs. It should be an open discussion about current state and the future – how can things be better? A trusting relationship is required in order for an employee to share areas in which the manager can improve. If information is more forthcoming in an anonymous environment, an HR representative might want to conduct the interviews and compile the results. It can also be created as an online pulse survey that is easy to use and administer.

### Stay Interview Questions

Gauging employee interest in the company and the job is important to helping to ensure retention. "Stay interview" questions provide insight to how employees are feeling and what a supervisor can do to help the employee feel valuable and continue to grow.

1. What about your job makes you jump out of bed in the morning?
2. What makes you hit the snooze button?
3. What aspects of your job do you like the most and the least?
4. What would make you leave (our company) for another job?
5. Do you get enough recognition?
6. What kind of recognition would be meaningful for you?
7. Are we allowing you to reach your maximum potential?
8. How can the company help you be more successful in your job?
9. If there are three things, we can change around here that would help you and others realize your potential, what would they be?
10. If you were to win the lottery and resign, what would you miss the most?
11. What would be the one thing that, if it changed in your current role, would make you consider moving on?
12. What is something new you would like to learn this year?