

Stay Interview Questions

Stay interviews are conducted to help managers understand why employees stay and what might cause them to leave your organization. Stay interviews are structured questions that are asked in a casual and conversational manner. It's important to listen and gather ideas from the employee about how you and your organization can retain him or her. Stay interviews usually lasts between 20 – 30 minutes.

Opening the Interview:

To open the stay interview, you can something along the lines of:

I would like to talk with you about the reasons you stay with [Company Name] so I understand what I might be able to do to make this a great place to work for you.

Questions:

Here are a few samples of open-ended questions that you can use when conducting your Stay Interviews.

- What do you look forward to when you come to work each day?
- What do you like most about your current role?
- What do you like least about your current role?
- What keeps you working here?
- If you could change something about your job, what would that be?
- Is there anything else that you'd like to learn more of but are not?
- How much does the type of work you do impact your decision to stay?
- How do you like to be recognized?
- What talents are not being used in your current role?
- What motivates (or demotivates) you?
- When was the last time that you thought about leaving and, what may tempt you to leave?
- How can I best support you?
- What can I do to make your experience at work better for you?

Closing the Interview:

To close the stay interview, summarize the key reasons the employee gave for staying or potentially leaving the organization, and work with the employee to develop a stay plan. Be sure to end on a positive note.

You can say something along the lines of:

I appreciate you sharing your thoughts with me today and I am committed to doing what I can to make this a great place for you to work. Let's develop a plan to make that happen.