



## The Stay Interview

\*Adapted from *Love 'em or Lose 'em*, by Beverly Kaye & Sharon Jordan-Evans

One simple easy, and dramatically underused tool to assess employee engagement is the “Stay Interview” A stay interview is an opportunity to meet with your staff to learn about what matters to them at work. This interview can be formal or informal. The most important thing to do is listen deeply and try to assess how well you are engaging your people—and to look for things you could do differently to increase their engagement.

### Sample Questions:

- What will keep you here?
- What might entice you away?
- What is most energizing about your work?
- Are we fully utilizing your talents?
- What is inhibiting your success?
- What can I do differently to assist you?
- What makes for a great day?
- What can we do to make your job more satisfying?
- What can we do to support your career goals?
- Do you get enough recognition?
- How do you like to be recognized?
- What can we do to keep you here?
- What about your job makes you jump out of bed in the morning?
- What makes you hit the snooze button?
- If you were to win the lottery and resign, what would you miss the most?
- What would be the one thing that, if it changed in your current role, would make you consider moving on?
- If you had a magic wand, what would be the one thing you would change about this department?
- If you had to go back to a position in your past and stay for an extended period of time, which one would it be and why?

**Note:** The purpose of the Stay Interview is to find out what is important to your employees and create **dialogue**. Asking the questions—does not mean you have to fulfill every employee wish. This is an opportunity to find out what is important to your employees and what they may need from you.