



The “Stay” Interview

Asking Smart Questions to keep your best employees

QUESTION		PURPOSE
If you could, what is the one thing you would change about the company?	▶▶▶	An open-ended questions that can lead to insightful feedback on company-wide issues.
What motivates you to excel in your role?	▶▶▶	Understanding their key motivators can help in providing more of what drives them.
Can you describe a recent day when you felt really positive about your work?	▶▶▶	This can reveal what specific tasks or interactions make them feel successful and valued.
What skills or talents do you have that are not currently being utilized?	▶▶▶	This might uncover hidden potential or opportunities for role expansion.
How do you prefer to receive recognition and feedback?	▶▶▶	Different employees have different preferences for feedback, and this helps to tailor your approach.
Are there any obstacles that prevent you from doing your best work?	▶▶▶	Identifying and addressing these barriers can significantly improve job satisfaction.
How do you see your career progressing in this company?	▶▶▶	This helps in understanding their aspirations and how they align with the company’s opportunities.
What learning or growth opportunities would like to pursue?	▶▶▶	Aids in planning future training or development initiatives.
Is there anything you would change about your current role or team dynamics?	▶▶▶	Offers insights into potential areas of improvement in the team or role structure.
What can I do as your manager to better support you?	▶▶▶	This shows that you’re open to feedback and committed to their success.