

## Stay Interview Sample Questions

Questions used during stay interviews should invite open dialogue and provide actionable information for the supervisor. Avoid closed questions that have a yes/no response.

The supervisor should remain open, ask clarifying questions, and reassure the employee of the value of his/her feedback.

The following sample questions are commonly used within stay interviews. Also included is the rationale, options for rephrasing, and probing questions intended to help uncover the root issues.

Sample Stay Interview Questions	Considerations and Probing Questions
<i>What do you look forward to when you come to work each day?</i>	The starting question should set a positive tone. Probing questions: <ul style="list-style-type: none"> <li>• What parts of your job are most enjoyable?</li> <li>• What do you find most challenging?</li> </ul>
<i>What are you learning here?</i>	Employee development directly impacts employee engagement. Probing questions: <ul style="list-style-type: none"> <li>• What would you like to learn?</li> <li>• What kinds of career advancement opportunities are you interested in?</li> </ul>
<i>Why have you stayed?</i>	Rephrase options: <ul style="list-style-type: none"> <li>• What do you tell someone when they ask why you work here?</li> <li>• Why would you recommend our workplace/school as a good place to work?</li> </ul>
<i>When was the last time you considered leaving? What prompted it?</i>	Uncovers triggers or topics with deep meaning for the employee. Rephrase option: <ul style="list-style-type: none"> <li>• If you were to consider leaving, why would that be?</li> </ul> Probing questions: <ul style="list-style-type: none"> <li>• What action(s) could resolve the issue?</li> <li>• Do you still feel this way? If not, what changed?</li> </ul>
<i>What can I do to make your experience here better for you?</i>	Probing questions: <ul style="list-style-type: none"> <li>• What is one thing that I don't currently do frequently enough that I should do more often?</li> <li>• Do you feel that your concerns are heard?</li> <li>• How do you like to be recognized?</li> </ul>
<i>If you could change one thing about your position (or the organization) what would it be?</i>	If included, use as an ending question to allow employee to share any final feedback. Caution: do not ask this question if you don't plan to act on feedback received.

Adapted from: Finnegan, R. P (2015). *The stay interview: A manager's guide to keeping the best and brightest*. AMACON American Management Association.