



Stay Interviews

Stay interviews are a conversation conducted with current employees to understand why they choose to stay with the organisation and what insights you can gain to retain them. These can also be referred to as a Career Growth Discussion, Well-being Check In or Employee Retention Talk.

Some key questions that you can ask during a stay interview to retain your valued team members.....

Key Questions

What do you enjoy most about working here?

What have been your biggest accomplishments during your time here?

What do you see as the opportunities for growth and development in your role?



What kind of support or resources would be most helpful to you in your role?

What do you see as the biggest opportunities for your personal and professional growth within the organisation?

Are there any changes you would like to see in the organisation or your role?

What do you need from your manager or the organisation to continue to be engaged and productive?

Are there any support systems or benefits that would make it easier for you to do your job?



Is there anything that you would like to discuss or see addressed in terms of organisation culture or policies?

What kind of recognition or rewards would you like to see?

Is there anything that has prevented you from performing at your best in your role?

What do you believe is the organisation's biggest challenge and how do you see it being addressed?

Have you considered quitting and reason? How do we make sure that doesn't happen again...

By asking these questions, you can gain valuable insights into what drives your employees satisfaction and engagement, and importantly you can also use this information to improve your organisation's overall employee experience

