

# ACTIVITY | “Why People Stay” Interviews



**GOAL** | To understand why people stay with the organization, especially how they overcame obstacles to remain.



## RELEVANT FOR

- Executive
- Middle Manager
- Supervisor



**DESCRIPTION** | Find out why people stay with the organization.

Interview multiple people to learn what keeps them at your organization. Such information will lead to a strengths-based approach to promoting a positive organizational climate.

Compile the information to inform strategies for maintaining a culture where staff want to work.



## MORE INFO

[Retention 1-pager](#)

[Respect & Worker Retention](#)



## “Why People Stay” Interviews

**Why do people stay?** Conduct an interview with a staff member using the following questions as a guide:

- What will keep you here? What will encourage you to stay? What might entice you to leave?
- Are we fully using your talents and skills?
- Looking at your total compensation package, do you think you receive fair compensation for the work you do? Why/why not?
- What would you like to be doing a year from now?
- Give an example of one or two specific incidents that make you want to stay at this job.
- What about this 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 about this job?
- If you had a magic wand, what one thing would you change about this team?
- What would be the one thing about working here that would cause you to leave if it changed?
- What are you overdue for?
- If you were the boss/supervisor, what would you do differently?
- How does this job fit you?

### ORGANIZATION QUALITIES

- What most attracted you about working in your current organization?
- Describe the experiences you have with your organization that reinforce your sense that this is a good place to work.
- Please give some concrete examples of how your organization supports you.
- Please explain the role that your work group plays in how well you feel supported in your work.

### RETENTION OF OTHERS

- In your opinion, what are the primary reasons employees leave your organization?
- What might improve retention of organization staff?

### INDIVIDUAL EXPERIENCES OF THE ORGANIZATION

- Do you feel emotionally and physically safe at work?
- What are your job’s top stressors?
- Do you feel you are able to maintain a balance between your work and personal life?
- Do you experience a sense of connection and belonging at work?



## REFERENCES

Adapted from:

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Kaye, B., & Jordan-Evans, S. (2002). Love 'em or lose 'em: Getting good people to stay. Berrett-Koehler.

Williams, E. S., Ryals, D. G., & Dickinson, N. S. (2009). Staying power! A supervisor's guide to child welfare staff retention. University of North Carolina, School of Social Work, Jordan Institute for Families.