



## Conducting a Stay Interview

Here are some suggestions for questions in a Stay Interview. You may want to share the questions with your worker before the interview.

- What will keep you here? What might entice you to leave?
- Are we fully using your talents and skills?
- Looking at your total compensation package, do you think you're fairly compensated for your work?
- What would you like to be doing a year from now?
- Give an example of one or two incidents that will make you want to stay on this job.
- What about this job makes you either jump out of the bed or hit the snooze alarm?
- If you were to win the lottery and resign, what would you miss most about this job?
- If you had a magic wand, what one thing would you change about this work 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 a supervisor, what would you do differently?
- How does this job fit you?

*Source: (Williams & Dickinson, 2006); (Dickinson, N.S. & Comstock, A. (2009)*