Stay Interview Questions

Use stay interviews to check in with high-performing employees long before they decide to leave your company. A Stay Interview is a retention strategy that’s gaining popularity among top employers. The purpose of these interviews is to find out what is motivating top-performers to stay with you and what might entice them to work for someone else.

Stay Interview’s should be no more than 30 minutes. Start with a few trust building questions and prioritize from there.

# EXAMPLE TRUST BUILDING QUESTIONS

Try these trust building interview questions set a positive tone for the interview and let you employees know that you value their experience and opinions.

1. **If you suddenly came into a lot of money and decided to leave us, what would you miss most? Least?**
2. **If you can imagine your dream job doing anything, anywhere, what does it look like?**
3. **If we had unlimited resources, what would you purchase to make your job better?**
4. **If you could dedicate half your workday to learning something new, what would it be?**
5. **Remember your first boss and tell me what was great and what needed improvement.**
6. **What is one of your untapped skills?**
7. **What have you felt good about accomplishing in your job and in your time here?**
8. **If you could change one thing about your job, your team or the company, what would it be?**

# EXAMPLE STAY INTERVIEW QUESTIONS

Try these stay interview questions to find out what it takes to keep your best employees around.

1. **In your career, who was your best boss and what made him/her the best?**
2. **What do you look forward to when you come to work each day?**
3. **In a typical day, what are the things you prefer?**
4. **What’s the perfect job for you? What skills do you have for it? What skills do you need?**
5. **Discuss your position today and the company as it exists today – how has this changed in the last 90 days? What’s better? What needs improvement?**
6. **Which work assignments cause you stress?**
7. **What do you despise in your work?**
8. **What are the three most important assignments of your job?**
9. **Do you feel successful at work? If so, how are you successful? If not, what would help you be more successful?**
10. **Are you challenged by the work you do?**
11. **What would you like to do more or less of?**
12. **Share a time that you should have been recognized at work but wasn’t.**
13. **How do you feel valued at work?**
14. **What is your desired career progression?**
15. **How do you want to be recognized? For what?**
16. **What’s your biggest frustration?**
17. **What do you need? From your manager? And/or from the company?**
18. **What do you need to strengthen coworker relationships to be more effective?**
19. **What keeps you working here?**
20. **If you could change something about your job, what would that be?**
21. **What would make your job more satisfying?**
22. **What would you like to learn here? What is your learning style?**
23. **What motivates (or demotivates) you?**
24. **What can I do to best support you?**
25. **What can I do more of or less of as your manager?**
26. **What might tempt you to leave?**

### References

<https://www.shrm.org/resourcesandtools/tools-and-samples/hr-forms/pages/stayinterviewquestions.aspx>

<https://www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/conductingstayinterviews.aspx>

### Recommended Reading

Power of Stay Interviews by Richard Finnegan