



Stay Interview Questions

Questions for your employees to think about before their stay interview:

1. Are you really happy about your job?
2. What do you want as an employee?
3. What aspects of your job do you not like?
4. What about your work environment would you want to be changed?
5. What can your leader do to further support you in your role?

Motivations for Staying

1. What is your favorite part about working here?
2. What motivates you to work here?
3. What do you like most about your role?
4. What's your favorite part of the workday?
5. If you had to rate how happy you are with your job, what would you give it on a 10-point scale?
6. Can you tell me about a good day at work you had recently?
7. If a close friend asked you why you work here, what would you tell them?
8. What do you look forward to as you get ready for work in the morning?
9. What do you like most about your job?
10. Do you enjoy your work?
11. What keeps you coming back every day?

Motivations for Leaving

1. What demotivates you when working?
2. Can you describe a bad day you recently had at work?
3. What aspects of your day make your work life harder?
4. If you could choose, what aspect of your job would you change?
5. What are your thoughts in the morning on your way to work?
6. What do you like least about your job?
7. When was the last time you considered leaving?
8. What might make you leave?
9. What role might you consider leaving for?

General Probing Questions

1. Do you feel valued and appreciated here?
2. What do you think we could do better?
3. If you could change any aspect of the organization or your job, what would it be?
4. What would cause you to consider leaving the organization?
5. Where do you see yourself in five years?
6. How do you prefer to receive recognition for hard work?
7. If you managed yourself, what would you do differently?
8. If there was one thing I could do to change things for the better, what would that be?