

SAMPLE STAY INTERVIEW QUESTIONS:

1. Are you receiving the regular feedback you need to do your job well? Do you feel as though you are being fairly recognized for your contributions here?
2. Do you feel like you have sufficient autonomy over when, how and where you work? How could we improve your work-life balance?
3. How do you like to be recognized?
4. If you changed your role completely, what would you miss the most?
5. If you could change something about your job, what would that be?
6. If you had a magic wand, what would be the one thing you would change about your work, your role and your responsibilities?
7. If you won the lottery and didn't have to work, what would you miss?
8. To close the stay interview, summarize the key reasons the employee gave for staying or potentially leaving the organization, and work with the employee to develop a stay plan. Be sure to end on a positive note.
9. What about your job makes you want jump out of bed?
10. What about your job makes you want to hit the snooze button?
11. What are you passionate about?
12. What can I do more of or less of as your manager?
13. What can I do to best support you?
14. What did you love in your last position that you're not doing now?
15. What do you enjoy most about this job? What factors make you want to stay?
16. What do you like most or least about working here?
17. What do you look forward to when you come to work each day?
18. What do you think about on your way to work?
19. What is the type of impact you are looking to have while working here? Do you feel as though you are making a difference in the organization and beyond?
20. What keeps you working here?
21. What makes for a great day at work?
22. What might tempt you to leave?

23. What motivates (or demotivates) you?
24. What specifically would you want to change about your current role, if given the chance? How would you want to widen your professional horizons here?
25. What talents are not being used in your current role?
26. What would make your job more satisfying?
27. What would you like to learn here?
28. What's bothering you most about your job?
29. What's your dream job?
30. Let me summarize what I heard you say about the reasons you stay at [Company Name] as well as reasons you might leave. Then, let's develop a plan to make this a great place for you to work.
31. I appreciate you sharing your thoughts with me today. I am committed to doing what I can to make this a great place for you to work.

Sources:

<http://www.shrm.org/templatestools/samples/hrforms/pages/stayinterviewquestions.aspx#sthash.XZNjy8NP.dpuf>
<http://thehiringsite.careerbuilder.com/2014/07/22/stay-interviews-employee-engagement/>
<http://hiring.monster.com/hr/hr-best-practices/small-business/conducting-an-interview/stay-interviews.aspx>