

Stay Interview Questions – We Care Foundation of Newfoundland and Labrador

The purpose of conducting stay interviews is for managers to gain insight into the reasons why employees choose to remain with the company and to identify any factors that could potentially lead to their departure. During a stay interview, managers employ a casual and conversational approach while asking standard and structured questions. It is common for stay interviews to be completed in under thirty minutes.

Opening the Interview

To begin the stay interview, a manager can opt to use the following statements (or similar ones):

- I would like to have a discussion with you about the reasons why you choose to remain a part of the We Care Foundation of Newfoundland and Labrador. This will help me understand how I can make this organization an exceptional place for you to work.
- I would like to have an informal chat with you to gain a better understanding of how your job is progressing, so that I can fully support you in my role as your manager, particularly when it comes to resolving any issues that are within my sphere of influence.

Questions

During a stay interview, you may ask the following questions. It is recommended that you have a variety of open-ended questions prepared and readily available. Listening attentively to the employee's ideas and gathering insights is crucial in order to understand how you and your organization can effectively retain him or her.

- When you come to work each day, what are the things that you look forward to?
- When it comes to working here, what are the things that you like the most or dislike the least?
- I am curious to know what motivates and inspires you to continue working here.
- If there was one thing you could change about your current job, what would it be?
- If you had the opportunity to improve your job satisfaction, what specific factors or elements would you prioritize?

- What is your preferred method of recognition?
- Are there any untapped talents that you possess but are not utilizing in your current position?
- I'm curious to know what specific topics or skills you are interested in learning during your time here.
- I am interested in knowing what factors serve as motivators or demotivators for you.
- In order to provide you with the best support, what actions can I take?
- As your manager, I would like to know what areas I can improve in and what specific actions I should do more or less of.
- Can you tell me what would be tempting enough for you to consider leaving?

Closing the Interview

When concluding the stay interview, it is crucial to recap the primary factors mentioned by the employee regarding their decision to remain at the organization or consider leaving, and collaborate with them to establish a stay plan. Make it a point to always finish on a positive note, leaving a lasting impression.

A few examples of closing statements are as follows:

- Allow me to provide a summary of what I understood from your explanation regarding the factors that motivate you to remain with We Care Foundation of Newfoundland and Labrador as well as the factors that could potentially lead to your departure. Therefore, I propose that we collaborate on devising a strategic plan to ensure that this becomes an outstanding environment for you to thrive in professionally.
- I want to let you know that I truly appreciate you sharing your thoughts with me today. I am fully dedicated and committed to doing everything within my power to create an exceptional working environment for you.