



TANZANITE
LEADERSHIP DEVELOPMENT™



84 Stay Interview Questions

A leaders guide to conducting great one-on-one meetings



CONTENTS

02	WHAT ARE THEY?
03	BENEFITS
04	84 GREAT STAY INTERVIEW QUESTIONS
09	ABOUT ERIC SWENSON
10	ABOUT TANZANITE

The following observations, commentary and recommendations, like all materials, training, and services offered by Symmetry HR Outsourcing are offered and sold with the understanding that it is not engaged in rendering legal counseling or other professional service. If legal counseling or other professional assistance is required, the services of a competent practitioner in the relevant area should be sought.



What's a Stay Interview?

A stay interview is an informal meeting where a manager conducts a one-on-one interview with an employee to learn more about their job satisfaction, career goals, and motivations for staying with the organization.

The purpose of a stay interview is to identify areas where the employer can improve employee engagement and retention by addressing any issues or concerns that the employee may have.

Most managers know they need to have more frequent interaction with their employees. But they're never trained in what to ask!

Introducing Tanzanite's list of 84 Stay Interview Questions. (Don't use them all at the same meeting!)





What are the benefits of stay interviews?



Helps identify potential retention issues before they become bigger problems.



Provides insights into employee engagement and job satisfaction.



Helps build stronger relationships between employees and their managers.



Gives employees a voice to express their concerns, ideas, and career aspirations.



Helps managers understand what motivates their employees and what they value in their work.



Provides an opportunity for managers to recognize and acknowledge employee contributions and accomplishments.



Can improve employee morale and overall job satisfaction, leading to improved retention rates and reduced turnover costs.



Helps managers identify opportunities for career growth and development for their employees.

84 Great Stay Interview Questions

- #1** What do you like about your job?
- #2** Can you tell me about a good day of work you had recently?
- #3** Do you feel you're being used to your full potential in this job?
- #4** If you won \$50 million in the lottery tomorrow, what would you do?
- #5** Is there something new in particular you want to learn in the next year?
- #6** Do you feel you are appropriately recognized for your contributions?
- #7** Do you have the right resources to perform successfully?
- #8** Do you feel like you're in the know when it comes to company information or departmental changes?
- #9** Can you describe a recent frustrating experience or day on the job?
- #10** Do you feel as though you are treated with trust and respect in your position?
- #11** On a scale of 1 – 10, how satisfied are you with your job? What would it take to make you the next higher number?
- #12** What are the favorite parts of your job?
- #13** What is it about your job that brings you energy?
- #14** Which projects this year have you been most proud of? Why?
- #15** What elements of your job do you find draining (or less interesting)?
- #16** If you could change one part of your current role, what would it be?
- #17** I've noticed that you tend to get stuck or frustrated when something happens. Have you noticed the same thing? What's causing the frustration?

84 Great Stay Interview Questions

- #18** If you could do anything for a living, what would it be? How can we bring a few of those “dream job” elements into your current role?
- #19** What do you envision as the next step for you career-wise?
- #20** How can we reconfigure your current role to help you grow your skills?
- #21** How can I help you on your professional development path? What should I start/stop/continue doing?
- #22** What feedback do you have for me in the way that I interact with you?
- #23** Can you think of anything we could do to simplify things around here?
- #24** The last time you went home and said, “I had a great day, I love my job,” what had happened that day?
- #25** The last time you went home and said, “That’s it, I can’t take it anymore,” what had happened that day?
- #26** If you switched careers, what would you miss the most?
- #27** What do you like most about your team?
- #28** What demotivates you most about working on your team?
- #29** What is really different at this company that makes you proud to be an employee?
- #30** What did you love in your last position or company that you’re not doing now?
- #31** If you could afford to retire tomorrow, what would you miss most about your job?
- #32** Can you think of any kind of advanced training or course you would like to take that would make you more productive?
- #33** Are you challenged in your day-to-day work?
- #34** What is most energizing about your work?

84 Great Stay Interview Questions

- #35** How could we more fully utilize your talents and capabilities?
- #36** What, if anything, is holding you back from being more effective?
- #37** What can we do to make your job more satisfying?
- #38** What can we do to support your career goals?
- #39** What keeps you here?
- #40** What might cause you to consider leaving the organization?
- #41** What would be the one thing that, if it changed in your current role, would make you consider moving on?
- #42** If you had a magic wand, what would be the one thing you would change about this department or company?
- #43** Do you feel fully utilized in your current role?
- #44** What was the best job you ever had and why?
- #45** In what areas would you most like to learn and grow?
- #46** What are your career goals? (short-term and long-term)
- #47** Out of what we have discussed today, what are the top 2 to 3 priorities of focus for you?
- #48** What knowledge and support will you need to help achieve your development goals?
- #49** What can I do as your manager to help you meet these development goals?
- #50** What would you say is your biggest complaint or criticism of me?
- #51** What are some things you are working on that you are not being recognized for?

84 Great Stay Interview Questions

- #52** In what ways do you not feel open to communicate with me and what do I do to cause this?
- #53** If you were called this afternoon by a recruiter, what reasons would you give them for wanting to stay at our company?
- #54** What can we do to make your job more satisfying?
- #55** Do you feel that you are currently doing “the best work of your life?”
- #56** Can you list for me the factors that could contribute to you doing the best work of your life?
- #57** Do you feel that your work makes a difference in the company and that externally it has a noticeable impact on customers and the world?
- #58** What would be the one thing that, if it changed in your current role, would make you consider moving on?
- #59** Do you also feel that your coworkers think that you make a difference?
- #60** Do your colleagues and teammates listen to you and do they value your ideas, input, and decisions? How can that area be improved?
- #61** If you managed yourself, what would you do differently than I, as your current manager, don't currently do?
- #62** Name a few elements or motivation factors in your current role that you like best and that you would like more of?
- #63** What things do you really miss from your last job?
- #64** Can you also make a list of the less-desirable elements or frustrations in your current role that you would like to do less of?
- #65** If you were given the opportunity to redesign your current role, name some of the key factors that you would include in your dream job?
- #66** Can you help me understand your career progression expectations and let us know where you would like to be in the organization two years from now?
- #67** Has any recognition and acknowledgment that you have received that increased your commitment and loyalty?
- #68** Do you want to move into a leadership role? If so, what are your expectations, timetable and concerns?

84 Great Stay Interview Questions

- #69** Can you highlight for me your positive experiences in the area of learning, development, and growth?
- #70** And are there ways where we could increase that growth?
- #71** Think back to a time in the last 12 months when you have been at least slightly frustrated or anxious about your current role. What happened to cause that?
- #72** If you've had conversations with others who have considered leaving or have left our company, did you agree with any of the reasons they gave for leaving?
- #73** What are the prime factors that caused you to leave your last two jobs?
- #74** Are there factors from your previous jobs that you hope you will never have to experience again at our firm/organization?
- #75** Would you like to take on additional responsibilities, or are you happy with what you're doing right now?
- #76** How would you rate the morale in your department right now? Why?
- #77** What is the silliest rule we have around here?
- #78** What aspects of our business or industry would you like to learn more about?
- #79** What was your biggest win last week and what did you learn from it?
- #80** Which of your colleagues would you praise this week and why?
- #81** What is your greatest contribution to the team?
- #82** What do you look forward to when you are getting ready for work?
- #83** What have other people told you you're great at doing?
- #84** What do we spend too much time on around here?



About Eric Swenson

Eric believes anyone who's intellectually curious and innately humble can be a great leader.

Workforce strategist, author, and speaker - Eric Swenson is acknowledged as a leading expert on leadership and the workforce. His work has led to improved performance, stronger employee engagement and greater customer satisfaction for businesses throughout North America.

His first book, *Managing People in the 21st Century*, was published in 2004 updated 16 years later. His second book, *The 5 A's of Great Employees*, argues that experience and education are far less important in today's workforce than intangible attributes.

A sought-after speaker, he speaks frequently to organizations and conferences on topics ranging from leadership and management, to workforce trends and issues. He has conducted seminars for professional organizations and is a popular keynote speaker at conferences and conventions.

Eric oversees two companies he founded: Tanzanite Leadership Development and Symmetry HR Outsourcing. Since 2003, these brands have provided leadership training and human resources oversight for more than 300 businesses and nearly 30,000 client employees representing virtually every industry from start-ups to major organizations.

Tanzanite provides unique leadership training programs, on-site and on-line, to hundreds of executives and senior managers every year.

He has managed hundreds of employees and interviewed thousands of job candidates in his career.

Prior to launching his company, Eric had a 17-year corporate career, where he worked in sales, marketing, training and senior management.

He was born in Los Angeles and grew up in nearby Arcadia. An Eagle Scout, he is a graduate of the University of the Pacific, where he majored in English and communications and was Student Body President at the College of the Pacific. He's currently working on his newest book, *Weaknesses*.

Eric lives in Los Angeles with his wife, Yukiji.

About Tanzanite Leadership Development

Contemporary leadership for today's leaders.

Tanzanite is created by leaders for leaders. We didn't study leadership in a classroom, or regurgitate someone else's content; we have and continue to lead people every day.

Thus we are uniquely situated to understand and design programs and concepts for today's leaders.

Whether you're a person looking to develop your leadership skills or an organization looking to elevate your management team, we have a unique process designed with a simple concept: *One Size Fits One.*

This isn't simply taking a generic class. We're here to work with your innate skills, talents and needs. We're a holistic solution to upgrading your leadership skills. We provide dozens of trademarked tools that you can immediately apply to your own team as soon as you return from each workshop. These tools bridge the critical gap between concept and theory and actual practice.

For more information, please visit www.tanzaniteleadership.com



TANZANITE
LEADERSHIP DEVELOPMENT™