



WORKFORCE DEVELOPMENT PLAYBOOK: **“Stay” Interview Questions**

A stay interview is a structured conversation between a manager and an employee designed to learn what keeps the employee engaged and satisfied in their current role, as well as to identify any potential issues that might lead to their departure. Unlike exit interviews, which occur after an employee has decided to leave, stay interviews provide an opportunity to address concerns and reinforce positive aspects of the job while the employee is still with the organization.

By proactively addressing issues, fostering open communication and showing employees that their opinions and well-being matter, organizations can enhance job satisfaction, reduce turnover, and build a more engaged and loyal workforce.

- What do you look forward to when you come to work each day?
- What do you like most about your job?
- What do you like least about your job?
- What would you change about your job if you could?
- Do you feel your skills are being utilized to their fullest?
- What would make your job more satisfying?
- Do you feel recognized for your contributions at work?
- What motivates you to stay with the company?
- What might tempt you to leave the company? • Do you feel you have the tools and resources you need to do your job effectively? How do you feel about the company's culture and work environment?
- What can we do to support your career goals and professional development?

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