



## How to Conduct a Stay Interview

Source: [BuiltIn.com](http://BuiltIn.com)

There is a clear strategy behind stay interview conversations. You are welcome to use these suggestions when scheduling and conducting your stay interviews to ensure they're productive. The mid-cycle review during the Full Cycle Performance cycle might be the perfect time to engage in this 2-way conversation.

### Who should conduct stay interviews?

Stay interviews should be led by the employee's direct manager. This helps cultivate a strong relationship founded on trust and open communication, and an employee's relationship with their manager significantly influences their decision to stay. Research shows that the [top reason employees quit](#) is due to a lack of trust in their manager.

### Who should receive stay interviews?

Your most tenured, high-performing employees should be the primary focus of your stay interview initiative; they've been with UNC Wilmington the longest and clearly there's something that's kept them coming back. Unlike exit interviews when you're less interested in understanding why disengaged employees choose to leave, stay interviews can be conducted across the board for all employees. Why? Because people stay for different reasons. To prevent employees from walking out the door, you need to learn what makes UNC Wilmington valuable to each individual member of the team.

### 13 stay interview questions you could consider asking?

The following 13 questions recommended by [BuiltIn.com](http://BuiltIn.com) assist in collecting valuable employee feedback during stay interviews. However, to convey your appreciation for the employee and their value to UNC Wilmington, you must actively listen to what they have to say and ask thoughtful follow-up questions.

**Sample stay interview questions to consider** ([CLICK](#) for more context and follow-up questions)

1. What do you look forward to at work every day?
2. What do you dread about work every day?
3. What do you think of the way employees are recognized?
4. How would you rate your work-life balance? How could it be improved?
5. What do you enjoy about the professional development opportunities available to you? What do you dislike?
6. When was a time, within the past year, that caused you significant anxiety or frustration?
7. When was a time, within the past year, that you view as a "good day" at work?
8. What does your dream job look like?
9. What did you love about your last position that you no longer have?
10. What did you love about your last employer that you no longer have?
11. What do you think about on your way to work?
12. What do you think about on your way home from work?
13. What can I do to make your experience better?