

Stay Interview Questions Template

Stay interview questions about job satisfaction

1. What do you look forward to most when you come to work every day?
2. What do you dread about work every day?
3. What is the best part of your job, and how can we incorporate more of this into your role?
4. What part of your job would you cut out straight away if you could?
5. What would make your job even more satisfying?

Stay interview questions about manager support

6. Do you feel you're getting clear goals and objectives?
7. What can your manager do more or less of?
8. How do you prefer to receive feedback for your work?

Stay interview questions about growth and development

9. Which of your talents and strengths are you not using in your current role?
10. How do you prefer to be challenged or stretched in your role?
11. What do you think of the learning and development opportunities that are available to you?

Stay interview questions about recognition and motivation

12. Do you feel valued and recognized in the company?
13. How would you like to be recognized for the work you do?
14. Can you share an example of a time you felt especially proud of your contribution to the team or company?

Stay interview questions about work environment and flexibility

15. What would make your work environment more enjoyable or productive?
16. Are you satisfied with our current work-from-home policy? If not, what do you think we need to change?
17. How do you feel about the balance between your work and personal life, and is there anything we can do to support a healthier balance?
18. What's one policy or rule you believe is outdated or unnecessary, and how do you think it should be changed?
19. How well do you think our company culture supports your mental health and wellbeing?

Stay interview questions about retention risks

- 20. When was the last time you thought about leaving the company?
- 21. What situation made you think of leaving?
- 22. What would tempt you to leave the company?
- 23. What would make you want to build your career here long term?

Stay interview questions about workplace technology

- 24. Do you have enough tools and resources to do your job properly? If not, what is missing?
- 25. How satisfied are you with the tools you use to communicate with your colleagues when working remotely? (Video calls, chat systems, shared docs, etc.)
- 26. What software or tool should we stop using right away?
- 27. Which workplace tool helps you the most in your day-to-day work, and why?
- 28. Is there any technology or digital process that makes your job harder than it needs to be?

Closing stay interview questions

- 29. Is there anything else you'd like to add or discuss that we haven't covered today?
- 30. Thank you for your honesty and openness today. How can we make these conversations more effective or comfortable for you in the future?

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