

Stay Survey / Interview Template

Below are our recommendations for questions to ask for stay surveys and interviews. Survey questions are for anonymous feedback and to measure quantitative sentiment, but interview questions are designed to really dig into the reasons why employees stay in real-time conversations.

Suggested Questions for Stay Surveys

Scale: Strongly Disagree – Strongly Agree

1. What are the top 3 reasons you stay at this organization? (People, Job Itself, Total Rewards, Company Purpose, Direct Manager, Developing new skills, See a Career Path, Work/Life Balance, Other)
2. My direct leader values my ideas and opinions.
3. I have all the information I need to successfully do my job.
4. I have all the resources I need to successfully do my job.
5. I feel recognized for my efforts.
6. I receive valuable feedback to improve in my role.
7. What do you like most about your job? (Open Ended)
8. What do you want to do more of in your job? (Open Ended)
9. What do you want to do less of in your job? (Open Ended)
10. If you were CEO and could make one change in the company, what would that change be, and why? (Open Ended)
11. I see myself working here one year from now.

Suggested Questions for Stay Interviews

1. What is it about your job that makes you excited to come to work?
2. What are the positive things about your current job/leader/organization that has caused you to stay as long as you have?
3. What is your dream job at this company?
4. What did you enjoy about your last position that you're not doing now?
5. If you completely changed your role tomorrow, what would you miss the most?
6. What's the one thing you would change about your job if you could?
7. What new skills would you like to acquire in the upcoming 6 months?
8. What talents or skills do you have that this organization hasn't made the most of?
9. If you were CEO and could make one change in the company, what would that change be, and why?
10. If you ever did consider leaving, what would it take to get you to consider staying?