

Everyone is familiar with job interviews and exit interviews, but times have changed, and there is a third interview you should be thinking about. Stay interviews.

Stay interviews are conversations to determine what you can do so your employees will not make the decision to go elsewhere.

They are designed to:

- increase loyalty,
- improve company culture,
- and keep your top performers happy.

People want to feel heard, appreciated, and validated. Keep your best people by checking in regularly.

Stay interviews are one of the first steps in having a culture where open communication is the norm. Workplaces are better when communication flows freely.

Keep the stay interview relaxed and informal. Let your employees know the important roles they play in the company, and that their feedback is appreciated.

HERE ARE 10 QUESTIONS YOU CAN ASK:

- *What are the things you like about your work?*
- *Describe a great day at work.*
- *Describe a challenging day.*
- *What is something new you would like to learn this year?*
- *What is the best part about your job?*
- *What is the part of your job that you feel is the most stressful?*
- *Do you feel we are using your skills fully?*
- *What is something that would make your job more satisfying and rewarding?*
- *Do you feel supported in your work?*
- *What kind of recognition or reward would be meaningful for you?*

**Want to feel the pulse of your entire organization?
ThinkSmart can conduct stay interviews with your staff and
provide an anonymous report.**