

Stay Interview Questions

Select questions that will help you better understand the engagement and aspirations of your team members.



- What do you enjoy most about your work?
- What do you enjoy least about your work?
- What are your top three strengths or skill areas? What are some ways you get to use your strengths in your work?
- What do you need (or want) to get better at and how would that impact your performance in your current job?
- Is there a different job you want to be doing? What are your career aspirations in the next 3 to 5 years?
- What kinds of skills would you need to develop to do _____ (next level up)? How do you learn best?
- How can I help you develop and achieve your career goals?
- Is there any reason that this is not the right place for you right now? Is there anything that could pull you away from this job?
- How do you like to be recognized for good performance?
- How can we increase/create a welcoming and respectful environment in [department]?
- What is your impression about the pace of change in [department]? Are we moving in the right direction from your point of view? What improvements would you recommend and how can you be a part of them?