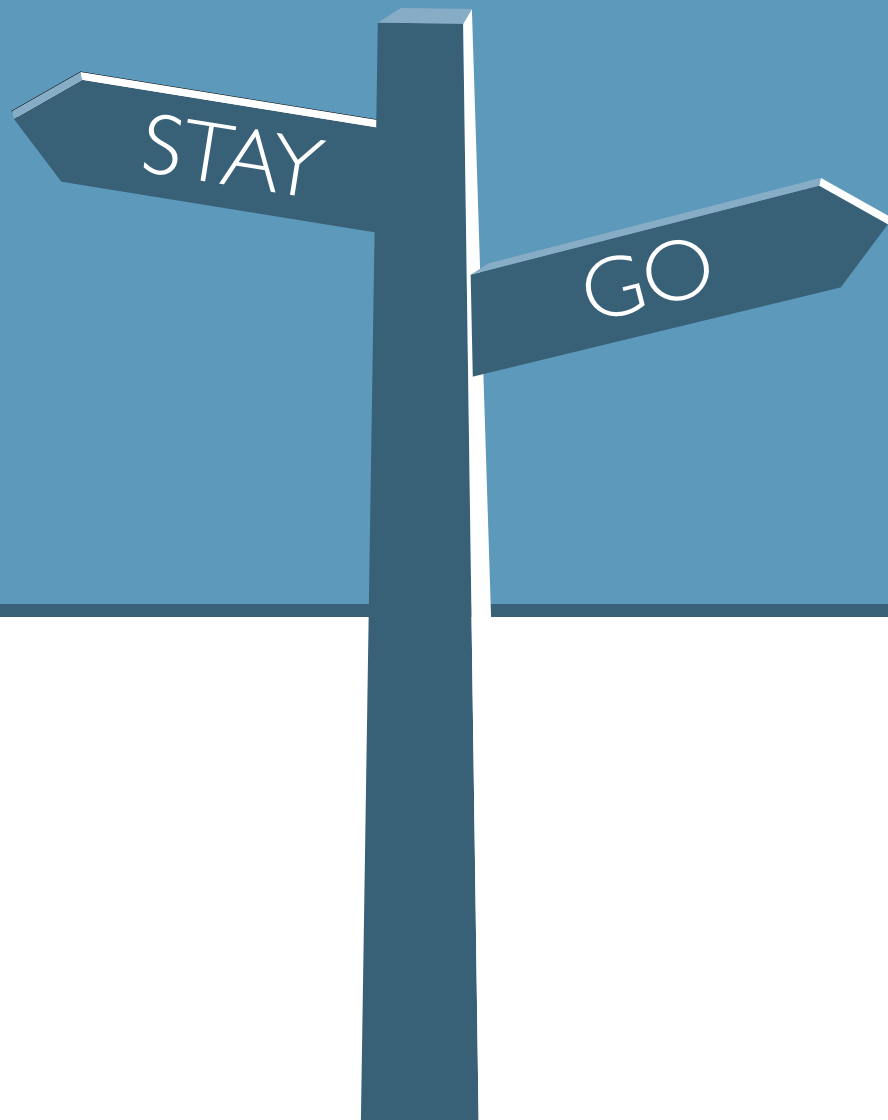


Will They Stay Or Go?

8 Questions To Ask Your
Employees Before they
Walk. And 3 To Avoid



Everyone is familiar with exit interviews. But have you considered conducting stay interviews? While it's important to understand why a person is leaving, it's even more useful to understand what makes people stay.

Stay interviews are a great way to establish communication with employees. Sitting down and discussing what motivates them and makes them want to stay provides useful information about what is going well and can help you to create a work environment that is appealing to employees.

Another benefit is that it communicates to your employees that you appreciate their loyalty. Stay interviews are also useful for uncovering any warning signs and identifying changes that may help with retaining key employees.

Stay Interview Questionnaire

1. What about your job provides you with a sense of accomplishment and fulfillment?

2. What about your job makes you frustrated or disengaged?

3. If you suddenly came into a large amount of money and no longer had to work, what would you miss about your job?

4. What have you done in previous jobs that you loved that you are not doing now?

5. If you could change one thing about your job (work group, company), what would it be?

6. If you think about your dream job, what does it look like?

7. What opportunities would you like to pursue that are outside of your current responsibilities?

8. What talents or interests do you have that are not being utilized?



What not to ask!

Yes-or-no and closed-ended questions like:

1. Are you happy working here?
2. Do you make enough money?
3. Are you currently thinking about leaving?



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