

Stay Interview Questions Template

Stay interview questions about the employee

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. When was the last time you thought about leaving the company?
4. What situation made you think of leaving?
5. Would you recommend our company to job-seeking friends? Why (not)?
6. What would tempt you to leave the company?

Stay interview questions about the job

7. What is the best part of your job, and how can we incorporate more of this into your role?
8. What part of your job would you cut out straight away if you could?
9. Which of your talents and strengths are you not using in your current role?
10. What would make your job even more satisfying?
11. How do you prefer to be challenged or stretched in your role?
12. Can you share an example of a time you felt extremely proud of your contribution to the team or company?
13. Do you feel you're getting clear goals and objectives?
14. What can your manager do more or less of?
15. What do you think of the L&D opportunities that are available to you?

Stay interview questions about the company culture

16. Do you feel valued and recognized in the company?
17. How would you like to be recognized for the work you do?
18. How do you prefer to receive feedback for your work?
19. What are we currently not doing as a company that you feel we should?
20. How well do you think our company culture supports your mental health and wellbeing?

Stay interview questions about the work environment

21. What would make your work environment more enjoyable or productive?
22. Are you satisfied with our current work from home policy? If not, what do you think we need to change?
23. 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?
24. What's one policy or rule you believe is outdated or unnecessary, and how do you think it should be changed?

Stay interview questions about the technology

25. Do you have enough tools and resources to do your job properly? If not, what is missing?
26. How satisfied are you with the tools you use to communicate with your colleagues when working remotely? (Video calls, chat systems, shared docs, etc.)
27. What software/tool should we stop using right away?

Questions to wrap up the exit interview

28. Is there anything else you'd like to add or discuss that we haven't covered today?
29. 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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