

Stay Interview Tool

Clarity and Purpose	Recognition and Rewards	Staff Empowerment	Teamwork and Collaboration	Continuous Improvement
Having a clear sense of what the organization stands for, wants to accomplish, and the role you play.	Employee recognition reinforces individual and team accomplishments and encourages more of the same behavior.	Empowered employees understand the vision and mission of their organization, and how they uniquely contribute. Empowerment allows employees to reach their full potential, and fosters a sense of purpose and destiny within an organization.	Effective teamwork can foster a strong sense of achievement in the workplace. A group accomplishment is a strong motivator for employee engagement.	The process of working to make an organization change for the better. Movement and the perception of improvement to create satisfaction.
Potential Questions <ul style="list-style-type: none"> Review the Mission, Vision and Core Values. Can you summarize what the organization's mission and vision mean to you? What are the goals of the organization? Do you understand them? How are matters of this organization communicated to you? Do you see value in the objectives being implemented? Is that value related to your daily work? Can you explain? When you think about the organization, how does this organization rate overall on a scale of 1-5 with 5 representing the best possible? What would it take for the organization to earn a 5 in your mind? 	Potential Questions <ul style="list-style-type: none"> How does this organization recognize outstanding performance? What benefits are provided to you? What would be fair pay for the work you do? What happens when you do an excellent job? When you contribute, what gives value to it? How are you recognized by your peers? When you think of rewards and their meaning, on a scale of 1-5 how meaningful are the rewards you receive within this organization with 5 being extremely meaningful? How could the organization make the rewards more meaningful and reach that 5 score? 	Potential Questions <ul style="list-style-type: none"> When you think about how you are being utilized as an employee in this organization, how are you being utilized on a scale of 1-5 with 5 being you are being fully utilized? What can we do to take more advantage of your talents and interests? Tell me about your involvement in decisions that affect your work. How does your position allow flexibility to meet personal/family needs? Do you feel your opinions are heard by the organization? How? What risks would you take in the next year in your current role, if you knew that you could not fail? 	Potential Questions <ul style="list-style-type: none"> How well does your team work together? What sort of work is your team committed to doing? Is there trust and acceptance in this organization? Is there cooperation between your team and other teams in this organization? When you think about "best work of your life", how do you rate the work you are currently doing on a scale of 1-5 with 5 representing the best work of your life? What could contribute to you doing the best work of your life? 	Potential Questions <ul style="list-style-type: none"> How is this organization making changes to stay on the cutting edge? Is there encouragement to share ideas about improvement? How? Does this organization strive to improve? Give examples. Give examples of how your team is innovative. How is change managed in this organization? In regards to change within this organization, on a scale of 1-5 how well is change managed with 5 being extremely well? How can we better manage change to reach that 5 score? Do you think the feedback from this survey will be used for improvement? Do you feel encouraged to work continually to improve? How? How do you measure your own success?

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<i>Sensible Management</i>	<i>Organizational Pride</i>	<i>Learning and Development</i>	<i>Opportunities for Advancement</i>	<i>Resources and Support</i>
Providing an opportunity for the employee and the supervisor to discuss feedback, communication, and management techniques.	Engaged employees are those who believe in the organization and its values, and are willing to work together to perform better for the benefit of the organization.	The right employee training, development and education, at the right time, provides opportunity for increased productivity, knowledge, loyalty and contribution.	Creating an organizational culture that values employees' experience and contributions. Providing opportunities for development of knowledge, skills, abilities, and opportunities to be successful.	Providing a supportive organizational structure to facilitate engagement, offer support, and foster growth.
<i>Potential Questions</i> <ul style="list-style-type: none"> • Do you feel you are cared for as a person? Give examples. • Tell me about feedback you receive regarding your daily performance. • How do organization leaders communicate decisions? Is it a clear message? • What is your comfort level discussing concerns with me? • Tell me about how you are treated by me and other leaders? Is there respect? • If you managed yourself, what would you do differently (in relation to managing you)? • When you think about how you are managed, on a scale of 1-5 how effective are the management techniques used for you with 5 being extremely effective and accepted. • What changes would need to be made to receive a score of 5? 	<i>Potential Questions</i> <ul style="list-style-type: none"> • Do you feel your contributions are helping this organization? • How happy are you working for this organization on a scale of 1-5 with 5 representing the most happy? • What would have to happen for that number to become a 5? • Why would you stay in this organization? • What about this organization would you recommend to others? • Does your work give you a sense of accomplishment? • How are decisions made in the organization? In what situations do employees have decision making authority? • Does your organization support or give back to the community? • On a scale of 1-5 where 1 is not likely at all and 5 is extremely likely, how likely are you to recommend the organization as a good place to work? 	<i>Potential Questions</i> <ul style="list-style-type: none"> • What opportunities are you given to improve your skills within this organization? • What are you currently learning to increase knowledge/skills to aid in your job? • Tell me about the type and amount of training this organization offers you? • Are your current responsibilities positioning you for further success? How? • Do you desire to move into a leadership role? If so what are your expectations? • What do you need from me to help you in your development? • When you think about career development and support from the organization, how is the organization supporting you on a scale of 1-5 with 5 being fully supported? • How can the organization fully support you and reach a 5 score? • On a scale of 1-5 where 1 is not at all satisfied and 5 is extremely satisfied, How satisfied are you with the organization's job training and development programs? • What would need to occur to reach a score of 5? 	<i>Potential Questions</i> <ul style="list-style-type: none"> • Tell me about career opportunities for you within this organization. • Tell me about your short term (1-3 years) career aspirations? • Tell me about your longer term (10 years) career aspirations? • What will it take to get there? • How much do you feel you can still grow on the job? • What steps are you willing to take in the next 12 months to grow in these areas? • When you think of professional development support, how supported do you feel by the organization on a scale of 1-10 with 10 being fully supported? • How can I best help you achieve your career goals? • What do you need to do to become qualified for future roles? • Explain advancement opportunities and how they are awarded? Does this feel fair? • What do you need to do to advance your career? • Do you have talents, skills, or interests that we are not making the most of? 	<i>Potential Questions</i> <ul style="list-style-type: none"> • Tell me what tools you have been supplied to do your work correctly. • Are you given the appropriate training to do a quality job? Tell me about this. • What systems and processes do you have to effectively do your job? • Does this organization have the resources needed to get the job done right? • What kind of feedback would you like to be receiving? • How are you supported by your peers and co-workers? • How do you work best? • What can I do to make your job easier? • What is your biggest challenge right now? • What support do you need to effectively manage the stress of your job? • Tell me about the support you currently have to manage the stress of your job. • Tell me about the support you have while navigating change? • What resources would be helpful to you right now? • What areas of your job do you wish you had more support? <p>Is there anything I can help you with?</p>