

Stay Interview Tool

Clarity and Purpose	Recognition and Rewards	Staff Empowerment	Teamwork and Collaboration	Continuous Improvement
<p>Having a clear sense of what the organization stands for, wants to accomplish, and the role you play.</p>	<p>Employee recognition reinforces individual and team accomplishments and encourages more of the same behavior.</p>	<p>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.</p>	<p>Effective teamwork can foster a strong sense of achievement in the workplace. A group accomplishment is a strong motivator for employee engagement.</p>	<p>The process of working to make an organization change for the better. Movement and the perception of improvement to create satisfaction.</p>
<p style="text-align: center;">Potential Questions</p> <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? 	<p style="text-align: center;">Potential Questions</p> <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? 	<p style="text-align: center;">Potential Questions</p> <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? 	<p style="text-align: center;">Potential Questions</p> <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? 	<p style="text-align: center;">Potential Questions</p> <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>
<p>Providing an opportunity for the employee and the supervisor to discuss feedback, communication, and management techniques.</p>	<p>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.</p>	<p>The right employee training, development and education, at the right time, provides opportunity for increased productivity, knowledge, loyalty and contribution.</p>	<p>Creating an organizational culture that values employees' experience and contributions. Providing opportunities for development of knowledge, skills, abilities, and opportunities to be successful.</p>	<p>Providing a supportive organizational structure to facilitate engagement, offer support, and foster growth.</p>
<p><i>Potential Questions</i></p> <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? 	<p><i>Potential Questions</i></p> <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? 	<p><i>Potential Questions</i></p> <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? 	<p><i>Potential Questions</i></p> <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? 	<p><i>Potential Questions</i></p> <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>