

Sample STAY INTERVIEW QUESTIONS & RESPONSES

Interview questions are developed collaboratively by CFU and your organization.

FICTITIOUS RESPONSES to SAMPLE QUESTIONS

1) What are the most important aspects of a good work environment for you?

I need to be supported with the right tools to do my job and feel that I am a trusted employee. I need to know I have some flexibility with my schedule so I can attend some of my kids' school activities. I also need to feel like I can grow in my position through training and attending conferences.

2) What rating would you give for how well the organization is meeting your needs in those key areas using a 1-10 scale where 1 is very poor and 10 is excellent?

5 rating

When I first started working here, I would have given a solid 10. I do have the tools I need to do my job, but over time, scheduling has become less flexible and it's now difficult to get time off here and there. It feels like I am not trusted to get my work done if I am not at work every minute of the day. Also, because my manager did not process the paperwork in time, I missed the sign-up deadline for a class I needed to advance my certification.

3) How well does leadership communicate with employees regarding updates and changes that are occurring within the organization on the 1-10 scale with 1 being very poor to 10 being excellent?

4 rating

We are seldom told in advance that a policy is changing or why. And it is definitely not a two-way street communicating with leadership. The general feeling is that we are closed off from giving any input to leadership ourselves. There is more to good communication than having posters with sayings on them to motivate us.

4) Do you feel that the organization effectively recognizes employees for their good work?

No

My immediate supervisor is great about letting me know I am doing a good job, but we are lucky in our department. I have friends in other departments and some of their supervisors hardly talk to them and do not acknowledge any of their good work. Leadership does not seem to notice or care that there is a great disparity in the way departments are run.

5) How do you like to be recognized?

I appreciate a simple thank you for my extra efforts like when I managed a special project or the time I was instrumental in the team hitting a major deadline. Once in a while, leadership does throw a party or give some other perk to thank everyone. While I appreciate the effort, it means the most to me when my supervisor personally acknowledges me as a valuable employee. It would be a big deal to be recognized informally by someone in leadership.

6) What rating would you give for the quality of your work-life balance on the 1-10 scale?

7 rating

There is little flexibility to allow me to go to my kids' activities occasionally and I am not permitted to work remotely. These were key aspects of working here that I was promised before I took the job. The work I do can be done remotely without any disruption to the organization, but the leadership doesn't seem to trust us to do our work if we are not under their roof.

7) What changes would you suggest to improve your work-life balance?

1) I would like the option to work remotely at least one day a week. That would reduce my commute time one day and would convey to me that I am trusted. 2) If my workload permits it, I would like to have the flexibility to attend a school-related activity like a parent/teacher conference.

8) Was there ever a time when you thought about leaving the organization?

Yes

If yes, what prompted it?

I have thought about leaving several times as a matter of fact. As I already said, I don't like feeling that leadership does not trust me or my co-workers to work remotely. I am lucky that my supervisor is a good buffer between our department and executive leadership, but I can see this is wearing on her. It wears on me that it doesn't seem like we are all on the same team supporting each other and working towards shared goals. Each department is doing their own thing. I miss the comradery we used to have before the organization restructured.

9) What keeps you working at the organization?

I like the mission of the organization and the work that I do. I am good at my job and find satisfaction in knowing I am making a contribution. There are also growth opportunities if management can do their part to make it happen. I get glimpses that leadership is trying to communicate better and be more open.

10) Is there anything else you would like to comment on that we have not discussed?

HR has asked these types of questions directly before, but I didn't feel I could be completely honest since most of my dissatisfaction is related to leadership's management style. They need to be more trusting, open, and accessible if they want to strengthen the organization and help it grow.