

STAY INTERVIEW

Sample Questions



Following are sample Employee Engagement/Stay interview questions. Customer Follow Up, Inc. works with each client to develop questions based on what they need to know. Questions are crafted using various formats including rating scale, open-ended, and close-ended. Click here to view CFU's [Stay Interview Action Plan Template.pdf](#)

Culture

- Which aspects of the work environment are most important to you? How well is the organization meeting your needs in those key areas?
- How does the organization define success?
- Do you think the organization operates in a socially responsible manner?
- Do you think the organization should prioritize diversity and inclusivity within the workplace? If yes, how well are they doing?
- Does your organization provide a safe working environment for all employees?
- Do you think the organization adheres to a zero-tolerance policy against any kind of discrimination?
- Do you feel a strong sense of belonging at this organization?
- Is there a culture of teamwork and cooperation within the organization?
- How would you describe your workplace culture in three words?
- If you could change one thing about the organization, what would it be?
- What aspects of the organization could be improved to make it a better place to work?
- What are 3 qualities that new hires must have to be a good fit with the organization?

Leadership/Management

- How would you characterize leadership's management style?
- Do you feel listened to and encouraged to contribute ideas to the organization?
- Do you feel respected by leadership? By your team?
- Do you feel welcomed and valued by leadership? By your colleagues?
- Do you feel that the organization effectively recognizes employees for their good work?
- How do you like to be recognized?
- Do you feel like you are treated with trust and respect in your position?
- How well does leadership communicate updates and changes going on in the organization?
- How well does your manager communicate updates and changes going on in your department?
- Are you getting enough feedback about your job performance from your manager? If not, how would you like to see it change?
- Are you satisfied with the way performance reviews are conducted?

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Job Responsibilities

- What are you not learning in your job that you would like to learn?
- What can be done to make your job better for you?
- Are you encountering any obstacles that are hindering your productivity?
- Do you feel like you have the right resources and support to do your job successfully? If not, what is missing?

Work/Life Balance

- How effective is the firm in promoting a good work/life balance?
- What types of flexibility would be helpful to you in balancing your work and home life?
- What three things could the organization do to improve work/life balance?

Career Development & Longevity

- What forms of professional development are most appealing to you?
- What resources or opportunities would you like to have available to you for career development?
- What motivates you about your work, your team, and the organization? What demotivates you?
- If there was ever a time when you thought about leaving the organization, what prompted it?
- Why do you stay with the organization?
- How likely would you be to recommend working at the organization to a friend or family member?