



Stay Interview Template

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Relationships

- How do you feel about your team members?
- Who do you feel most connected to here, and why?
- What is working well about our relationship? What could improve?
- How can I better support your daily efforts?
- How appreciated do you feel? What would make you feel more valued?
- How do you want to be recognized?

Education and Development

- What are you learning in your current role?
- What do you want to learn?
- Where do you need more direction or feel confused?
- What professional development opportunities have you engaged in this year?
- What types of opportunities would you like?
- Describe the mentoring you receive. Would you like more of it?

Wellbeing

- What are you learning in your current role?
- What do you want to learn?
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Note to HR Admins

This template includes over 30 questions to choose from. We recommend you select 2-3 questions from each section when creating your own questionnaire. If your questionnaire is too long, employees will lose interest and their answers will be less insightful.

Instructions

Thank you for taking the time to complete the following questionnaire. Your feedback will give us great insight into your personal experience working at [company name]. We care deeply about employee satisfaction and want to make sure you can envision a promising future with us! Your honest feedback will help us grow and ensure we create the best work environment for you!

Engagement

- How did you feel coming into work today?
- What aspects of your work do you enjoy the most?
- What aspects do you enjoy the least?
- What do you dread about your job?
- What are the main reasons you work here?
- What is the biggest single reason?
- What makes you feel motivated?
- If you were in my shoes, what would you do differently?

Career Advancement

- What other roles in this company appeal to you, and why?
- Describe your desired career path. What are your goals for the year? For the next several years?
- What skills do you need in order to pursue that career path?
- What barriers to success do you face? How can we remove them?
- What talents do you have that go unused in your current role?

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Education and Development

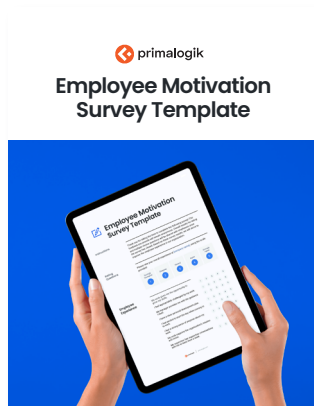
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Wellbeing

- Describe your level of work/life balance.
- Describe your workload. Is it fair or too heavy?
- Do you feel you can leave work at a reasonable time? Why or why not?
- What needs to improve? How can we support that?

Was this helpful?

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