



Beverly Kaye

Founder and Chairwoman of Career Systems International

Author of, *LOVE 'EM or LOSE 'EM*, *Getting Good People to Stay*

The “Stay Interview” For Starters

Here are some possible conversation starters and key questions to ASK your talented employees in a “Stay Interview.” Use them as catalysts for your own thinking. Modify them, put them in your own words, and choose what works best for you and the employee with whom you plan to talk.

- You are critical to me and this organization. I can't imagine losing you. So, I'd like to know, what will keep you here? What could entice you to leave?
- You are such a valuable member of our team. I want to be sure that we're doing everything we can to keep you satisfied, engaged and productive. I'd like to find out what contributes most to your job satisfaction? How can I work with you to make this happen?
- You make a difference, and I value your contributions. Let's discuss some things that are important to both of us.
- What aspects of your job do you like most? Least?
- What talents do you have that I may not be aware of?
- What are a few of the things that would appeal to you in an ideal organization?
- How can we help you develop on-the-job?
- What would you like to learn this year?
- What are your current job and career goals? What can I do to support them?
- What are you struggling with? What would make your life easier?
- What kind of day would drive you to talk to a headhunter?
- What challenges you in your day-to-day work? What bores you?
- How do you like to be recognized for your accomplishments?
- How could I support you better? Reward or recognize you more effectively?

Key Questions I Want To Ask:

1. _____
2. _____
3. _____
4. _____
5. _____

Beverly.Kaye@careersystemsintl.com
Headquarters: 800-577-6916
Twitter: @BeverlyLKaye

In partnership with 
GROWING LEADERS – GROWING COMPANIES