

Stay Interview

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Stay interviews are an opportunity to get feedback for employees about what they need to stay. Employers and managers should think of stay interviews as engagement discussions that supplements everyday interactions, survey feedback and individual motivation. This is an opportunity to show top performers that they're valued and ensure that you're investing in them to avoid an exit interview. **DISCLAIMER:** Be prepared to hear hard things and make sure you're prepared to act on feedback. This is an opportunity to build trust so don't squander it with inaction.

☐ What do you look forward to when you start work each day?

Summary:

Next Steps:

☐ Do you ever think about looking for another job? Why/why not?

Summary:

Next Steps:

☐ Do you feel equipped to do your job well? What could we do to make it easier for you to do your job?

Summary:

Next Steps:

☐ Are your goals and expectations clear?

Summary:

Next Steps:

☐ Have career progression opportunities been presented to you?

Summary:

Next Steps:

☐ What would you change about the company or your job?

Summary:

Next Steps:

☐ What advice would you give to senior leadership?

Summary:

Next Steps:

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☐ Would you recommend [insert company name] as a good place to work to friends? Why or why not?

Summary:

Next Steps:

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