



Stay Interview Questions

After ~ a year

1. What made you take this job initially? In what ways has it been what you expected? In what ways has it been different than what you expected?
2. What might have been helpful for you to know in the beginning?
3. What was our hiring process like for you? How can we make it better for other candidates?
4. How was our orientation process for you? How can we make it better for other candidates?
5. What has been a highlight of your first year? What has been a challenge?

For anyone

1. What motivated you to stay for another year?
2. What are you most proud of this year?
3. What were some of your challenges this year?
4. What are your plans / goals going forward?
5. What will motivate you to stay with us another year?
6. How can I better support you as a supervisor?
7. How can we more effectively support you as an organization?
8. If you could change anything about our team / organization, what would you change and why?
9. Where would you like to grow this year?
10. What professional growth opportunities would you like this year?
11. What would you like to take off of your todo list this year?
12. What system(s) do you think most need improving?
13. How valued and appreciated do you feel? How can we do a better job of showing you how much we appreciate you?
14. Anything else you'd like me to know?