FREE PACK · INSIGHTS

# Stay interview question sheet

Twelve questions in three groups, space for notes, and a stay plan with owners and dates.

## Before the conversation

- ☐ Book 30–45 minutes, separate from any appraisal or one-to-one
- ☐ Tell them in advance why: “I want to understand what keeps you here and what might not”
- ☐ Decide what you can and cannot change, so you do not over-promise
- ☐ Plan to listen. Your job today is questions, not answers

| Name | Date | Manager |
|---|---|---|
| | | |

### What keeps you here

| Question | Notes |
|---|---|
| What do you look forward to when you come to work? | |
| What would you like to learn next? | |
| When you tell friends about your job, what do you say? | |

### What might take you away

| Question | Notes |
|---|---|
| What last made you think about leaving? | |
| If another organisation approached you tomorrow, what would tempt you? | |
| What gets in the way of doing your best work? | |
| How manageable is your workload? | |

### What we can change

| Question | Notes |
|---|---|
| Do you feel recognised for what you do here? | |
| What could I do more of, or less of, as your manager? | |
| Can you see a route here to where you want to be in two years? | |
| If you ran the team for a week, what would you change first? | |
| What is one thing we could do that would make you more likely to stay? | |

## Stay plan

| What we agreed | Who | By when | Done |
|---|---|---|---|
| | | | |
| | | | |
| | | | |

**What I said I could not change, and why**

**Follow-up date**

*Within two weeks. Diary it now.*

Share themes, not names, with HR so patterns across teams can be seen.

# Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

## MAKING MONEY

**"We hire well on paper and still get it wrong in the role."**
Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

**"Our best people leave and we only find out why afterwards."**
Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

**"Leaders get feedback once a year and nothing changes."**
Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

## SAVING MONEY

**"Too many new starters are gone inside a year."**
New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

**"References take weeks and tell us nothing."**
Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

**"We run an engagement survey and the results sit in a drawer."**
Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

## SOLVING PROBLEMS

**"The board wants evidence on culture, conduct and speaking up."**
A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

**"We publish an inclusion statement and cannot show whether it is true."**
Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

**"We have the data and cannot turn it into a decision."**
Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

## Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

**Not on the list?** It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

**On the list or not, let's talk.**

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