



Reflection Point: Stay Interview

Overview

A stay interview is a proactive approach used by organizations to engage with employees who are currently working within the company. The primary purpose of a stay interview is to gain insight into an employee's level of job satisfaction, understand their motivations, and identify potential areas of concern or improvement. Unlike exit interviews, which are conducted when an employee is leaving the company, stay interviews aim to prevent turnover by addressing issues before they escalate. By fostering open communication and demonstrating a commitment to employee well-being and retention, stay interviews help organizations to identify and address issues promptly, increase employee satisfaction, and ultimately enhance employee retention rates.

How to Prepare

- Proactively arrange meetings with your manager
- Follow up on development plans discussed
- Prepare beforehand to maximize effectiveness
- Consider what you want to ask your manager
- Utilize organizational or external tools for career research
- Explore different careers or industries for better understanding
- Take an online personality test to identify strengths

Questions

Questions to Ask Yourself

- How long have I been in my current position?
- How interested am I in changing my responsibilities? When will I be ready to do so?
- What tasks or types of project would I like to do more frequently? Less frequently?
- What do I value most in terms of my career (e.g., autonomy, management, prestige, compensation)?
- What non-work goals and priorities may influence my career decisions?
- Have I considered how my mobility might make achieving certain career aspirations difficult?

Questions You'll Get Asked

- What skills and capabilities will the organization need in the future, and am you interested in developing these skills?
- How would you articulate your skills to make them relevant to roles in other parts of the organization or outside of it?
- How competitive are the different fields you are interested in?
- What support do you want from my manager or from other leaders in my function or throughout the organization to help me with achieving my career aspirations?



- How can you demonstrate that I am ready for the next step in my career?
- What challenges do you need to address?
- Which development opportunities do you want to pursue to work toward achieving your career aspiration?

Source

CEB Corporate Leadership Council (2015). *Employee Guide: Preparing for a Career Aspiration Conversation*. CEB Corporate Leadership Council. April, 2024, from <https://webfiles2.nfp.com/webfiles/public/2016/downloads/Preparing-for-a-Career-Aspiration-Conversation-Employee.pdf>

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