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| a stay interview is simply talking to your employees about what matters most and then working together to make that happen.**“What will keep you here? What might entice you away?”** **“What about your job makes you jump out of bed in the morning?”** **“What makes you hit the snooze button?”** **“If you were to win the lottery and resign, what would you miss the most about your job?”** **“What do you want to learn this year?”** **“Does work give you back as much as it takes out of you?”**Manager favorites* “If you had a magic wand, what would be the one thing you would change about this department/ team/ organization?”
* “As your manager, what could I do a little more of or a little less of?”
* “What can we do to support your career goals?”
* “How important is your work to you? Why?”
* “What makes for a great day?”
* “Do you get enough recognition? How do you like to be recognized?”
* “‘ I love it!’ When was the last time you said this about your job? This morning? Last week? You can’t remember when?”
* “What do you wish you had known before you took this job?”
* “What has been a pleasant surprise?”
* “If you had a friend coming to work here, what would you tell him?”

One manager asks, “What’s your favorite candy?” Then he has that candy on hand for times when he wants to show appreciation for a job well done. How’s that for an engagement tactic?**Beverly Kaye** founded [**Career Systems International**](http://leadingwithquestions.us3.list-manage.com/track/click?u=4320a50bc672b2862b6f985c0&id=3bd74240d8&e=f8f9a9fe45)more than three decades ago to offer innovative ways to help organizations solve their greatest talent challenges by engaging, developing and retaining their people.**Sharon Jordan-Evans,** the founder of the [Jordan-Evans Group](http://leadingwithquestions.us3.list-manage.com/track/click?u=4320a50bc672b2862b6f985c0&id=5b8dcdc3bf&e=f8f9a9fe45)**,** is a pioneer in the field of employee retention and engagement. She serves as a prominent speaker for numerous conferences and works with Fortune 500 companies such as American Express, Boeing, Disney, Lockheed, Cheesecake Factory, Monster, MTV, PBS, Sony, and Universal Studios. Sharon is a Professional Certified Coach, coaching the leaders companies can least afford to lose.  |