

# STAY INTERVIEWS

## 10 Questions for Employee Retention

When good people leave, you usually don't hear why 'til they're turning in their notice and it's too late. This can be avoided by having regular conversations about goals and satisfaction with valued employees.

Here are some questions our friends at Nonprofit HR have put together to improve retention.

**#1:** What do you enjoy about your current job and situation? What do you look forward to every day?

**#2:** What reason do you give others when they ask why you work and stay in your current role?

**#3:** Do you feel like you're currently doing your best work? What factors could contribute to you doing your best work?

**#4:** Do you feel like your work makes a difference: to the business? To the world?

**#5:** Is your input valued by teammates, leadership, and the organization?

**#6:** What can your manager do differently to help you do your best work?

**#7:** What aspects of your role do like the best and want more of?

**#8:** What are the less-desirable elements in your current role that you would like to do less of?

**#9:** What are your career progression expectations? Where would you like to be in the organization two years from now?

**#10:** Of the various learning, development, and growth opportunities we've provided to you as an employee, which have been most beneficial?

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