



STAY INTERVIEW QUESTION BANK

APPRECIATION (for who the employee is, such as demonstrating a willingness to help others)

1. What type(s) of appreciation do you like to receive?
 - a. Verbal
 - b. Written
 - c. Public acknowledgment
 - d. Peer recognition
 - e. Acts of service
 - f. Quality time
 - g. Rewards and incentives
 - h. Team celebration/events
 - i. Small gifts or tokens of appreciation
 - j. High-five
 - k. Other?

ENVIRONMENT

1. What aspects of our company culture do you find most appealing?
2. Are there any aspects of our work environment that you find particularly beneficial or challenging?
3. What would make your work environment more enjoyable or productive?
4. Is there anything you would like to change about our offices? If yes, please describe.

HOW CAN I HELP?

1. As your supervisor, what can I do more or less?
2. Do you feel valued and recognized by me? Our team? OSU?
3. How do you feel about the frequency and quality of feedback you receive on your work performance?
4. Do you feel you have the resources and support to overcome frustrations or challenges with your job?
5. What kinds of flexibility would be helpful to you in balancing your work and home life?
6. What can I do to make your job more satisfying?
7. Is there anything I can do to support you? If yes, please describe.

JOB SATISFACTION AND ENGAGEMENT

1. If you were asked by a friend, what reasons would you give for staying at your current job?
2. If you could make one change to improve your work experience, what would it be?
3. What factors contribute to your sense of engagement in your role?
4. What do you look forward to most when you come to work every day?
5. What keeps you motivated and engaged in your work daily?

6. What part of your job or moments cause you to lose sleep?
7. Is there anything you dread about work every day? If yes, please explain. Is there anything I can do to assist?
8. What about your job is not what you expected it to be?
9. (if applicable) Are you satisfied with your alternate work agreement? Why or why not?
10. Is there anything we can do differently to ensure you feel more satisfied and engaged in your role?
11. Do you have any suggestions for how we can enhance your experience working here?
12. Can you describe a recent good day at work?
13. What about your current job would you miss if you changed roles with OSU?
14. What did you love in your last job that you are not doing now?
15. Are there any barriers or challenges you face that we should address?
16. On a scale of 1 to 10, how engaged and enthusiastic do you feel about your job currently?
17. What would make your job even more satisfying?
18. Are there any barriers or challenges you face that we should address?
19. How well do you think your current workload aligns with your capacity? (Is the workload manageable?)
20. Would you recommend OSU to job-seeking friends or family? (Why or why not?)

LEADERSHIP

1. Do you feel you're getting clear goals and objectives?
2. What can I do as a supervisor to better support you?
3. How do you prefer to receive feedback on your work?
4. Do you have any suggestions for improving communication between you and your team or supervisor?
5. Is there anything I could do differently to enhance our communication?
6. What type of feedback would you like to receive about your work performance? Are you currently receiving that type of feedback?

RECOGNITION (for what the employee did, such as meeting a goal)

1. What types of recognition or rewards are most meaningful to you for your contributions?
2. Is there a specific type of recognition that motivates you?
3. Are there any additional forms of recognition or rewards you believe would be meaningful?

SKILLS AND TALENTS

1. Can you share a recent accomplishment that you're proud of?
2. Do you feel your skills and strengths are being fully utilized in your current role? (If not, where do you see potential areas for improvement?)
3. Which of your talents are you not using in your current role?

"STAY" QUESTIONS

1. What has influenced you to stay in your current role? At OSU?
2. Have you had days when your frustration level was high enough that you considered leaving? What factors led to those thoughts?
3. Do you see yourself working here for the next two years? (Why or why not?)
4. Are there any concerns or factors that might influence your decision to stay with us long-term? If yes, please share.
5. What would tempt you to leave your current role?

6. If a recruiter called you today, would you take the call? Why or why not?
7. What factors contribute to your sense of loyalty and commitment toward your team or OSU?
8. What might entice you to look for another job?
9. What situation(s) have made you consider resigning?

TEAM

1. How do you see your role contributing to the overall success of the team and the organization?
2. How would you describe the dynamics within our team?
3. Is there anything you think could improve team collaboration and morale?
4. Are you treated well by your co-workers? Please elaborate.
5. How are your work relationships with your colleagues?
6. Do you feel connected and supported by your colleagues and team members?
7. Do any team-related factors positively or negatively impact your job satisfaction?
8. Do you have suggestions about how we can improve as a team, unit, or organization? If yes, please describe.

TECHNOLOGY AND TOOLS

1. Do you believe there is technology or a tool we should stop using right away? If yes, please describe.
2. What technology or tool would you like to see implemented?

TRAINING AND CAREER DEVELOPMENT

1. How do you see your career progressing within the company over the next couple of years?
2. Are there any additional skills or areas of expertise you want to develop?
3. What are you learning in your role with OSU?
4. Do you have anything new you want to learn this year?
5. Is there a particular project or initiative you'd like to be involved in?
6. Are there any specific projects, tasks, or responsibilities you'd like to take on in the future?
7. Are there any additional resources, tools, or training that would help you excel in your role? If yes, please describe.
8. Are there any learning or growth opportunities within the organization that you would like to pursue? If yes, please describe them.