

# Comagine Health “Stay” Interviews

## Overview

One of the best strategies and tools managers can use to empower their employees and improve retention is a “stay” interview. In contrast to employee evaluations, stay interviews allow the employee to evaluate their work environment and give insight as to why an employee might stay and why they might leave. In an exit interview, the feedback may be useful in a general sense, but it is too late to retain that valued employee. Stay interviews are designed for management to discover what they can do to prevent that employee from wanting to leave in the first place, while simultaneously improving organizational efficiency and care quality.

## Preparing a Stay Interview

Stay interviews are meant to be informal discussions between management and the employee; however, it is crucial for management to prepare for an actual interview. Come up with a list of two to three valuable, loyal and high-performing employees. Learning what keeps these particular employees from leaving the organization will better enable you learn how to disseminate those same factors throughout the entire organization and reduce your turnover rates.

You can conduct the stay interview like you would any other interview, in-person and for a brief time (about a half-hour) or you can administer it like a survey, handing it out to selected individuals and collecting it later.

## Stay Interview Questions

1. What do you look forward to when you come to work each day?
  
  
  
  
  
  
  
  
  
  
2. What keeps you working here?
  
  
  
  
  
  
  
  
  
  
3. What challenges you most in your current role?  
If you could change something about your job, what would that be?

4. What would make your job more satisfying?
  
  
  
  
  
  
  
  
  
  
5. How do you like to be recognized?
  
  
  
  
  
  
  
  
  
  
6. Do you feel like we/you are fully using all your skills in your current role?  
What talents are not being used in your current role?
  
  
  
  
  
  
  
  
  
  
7. Do your colleagues and teammates listen to you and do they value your ideas, inputs and decisions?  
How can we improve in that area?
  
  
  
  
  
  
  
  
  
  
8. Can you help us understand how you would like your career to progress and let us know where you would like to be in the organization two years from now?  
Do you have ideas on how we can support you in this area?
  
  
  
  
  
  
  
  
  
  
9. What can I do more of or less of as your manager?

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