

# Sample Stay Interview Questions

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## Questions to Learn What Is Most Important for Their Future

- Is there anything you're doing now that you absolutely would not want to let go of?
- What do you think is a challenging, but exciting, part of your job?
- Can you think of a skill you don't have now that, if you could develop, would make you feel more fulfilled? What is it?
- What is something you've always wanted to do in this job, but never had the chance to do?

## Questions to Understand the Frustrations They Can't Live With

- Are there any frustrations or parts of this job that keep you up at night?
- When you picture the upcoming week at work, what things do you dread?
- What things do you really miss from your last job?
- Has anything made you consider leaving in the last six months? If so, what was it?
- Is there anything about your role that you really don't like that we might be able to change or fix? If so, let's brainstorm together how to do this. What are those things?
- If you were to give your next manager advice on how to best support you, given your personal style, what would your #1 piece of advice be? (Anything goes, and I promise not to take it personally!)

## Questions to Surface Relevant Professional Goals and Life Events

- What are your long-term professional goals?
- What other roles—here, or at another organization—can you imagine yourself in down the road?
- Is there anything about this job now that's incompatible with your lifestyle? If so, what is it?
- Do you have any concerns about how this job will mesh with your life in the future? If so, is there anything you can think of that we could change about the job to alleviate these concerns? Let's brainstorm together.
- How can I support your progress towards where you want to be professionally in five years? In ten?