

THE STAY INTERVIEW: 6 QUESTIONS TO KEEP YOUR BEST PEOPLE





Eric Partaker
ERICPARTAKER.COM

As Adam Grant says, exit interviews are too late to find out why people are leaving.

Make "stay" interviews a part of your people strategy, to figure out how to keep them.

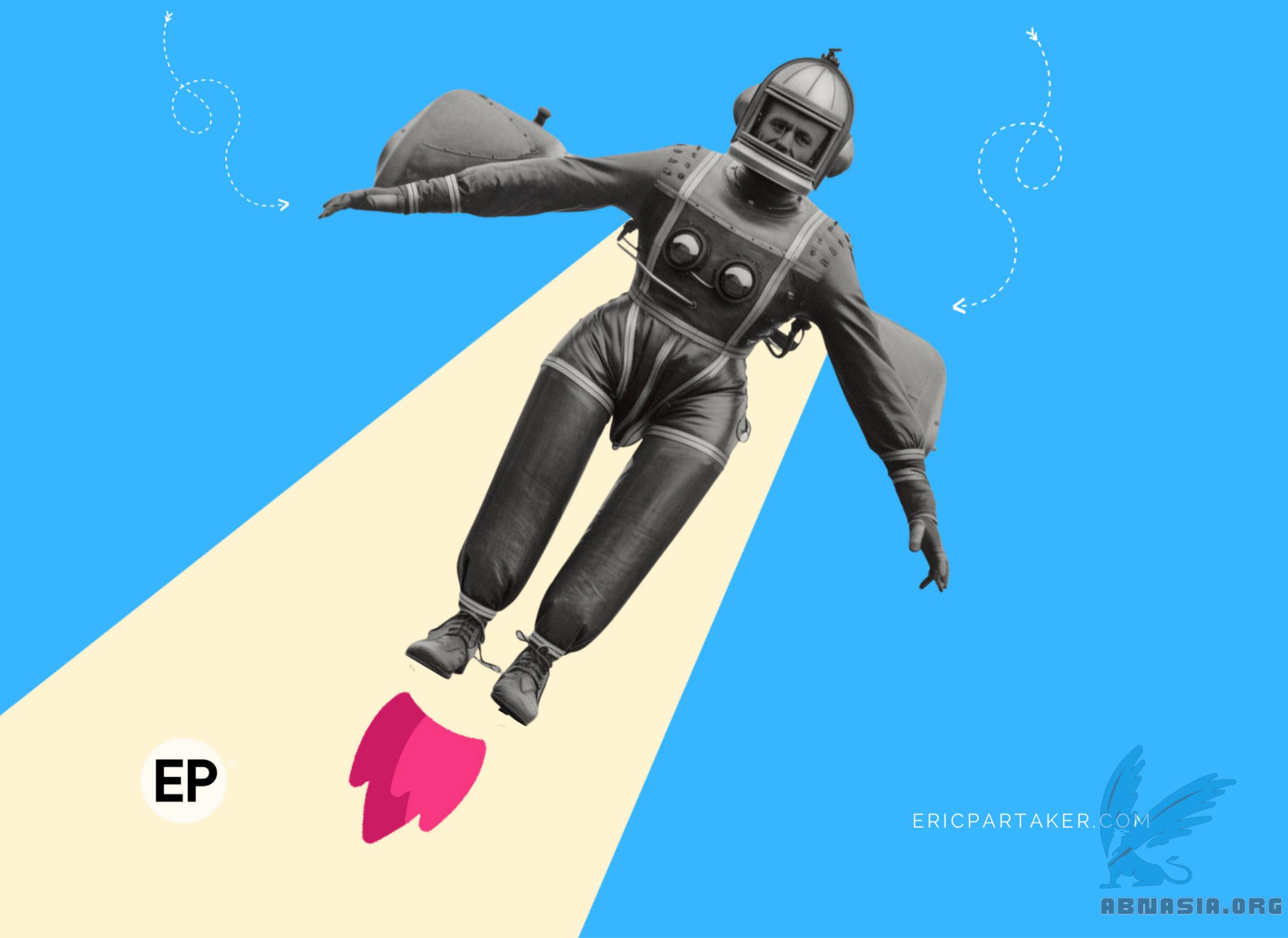
Use the following 6 questions:



Eric Partaker
ERICPARTAKER.COM

#1:

**What do you most
enjoy about your role?**





Eric Partaker
ERICPARTAKER.COM

- An easy place to start.
- Celebrate their successes and focus on their strengths.
- Create more opportunities for them to do more of what they enjoy.



Eric Partaker
ERICPARTAKER.COM

#2:

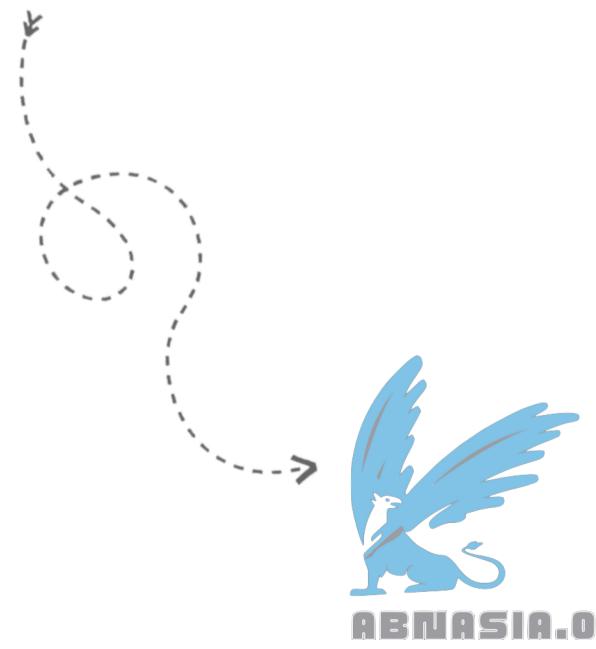
**What challenges or
frustrations could I help
you with?**





Eric Partaker
ERICPARTAKER.COM

- Recognize that you know it's not always smooth sailing.
- Identify barriers or obstacles.
- Find ways to lighten or remove them.

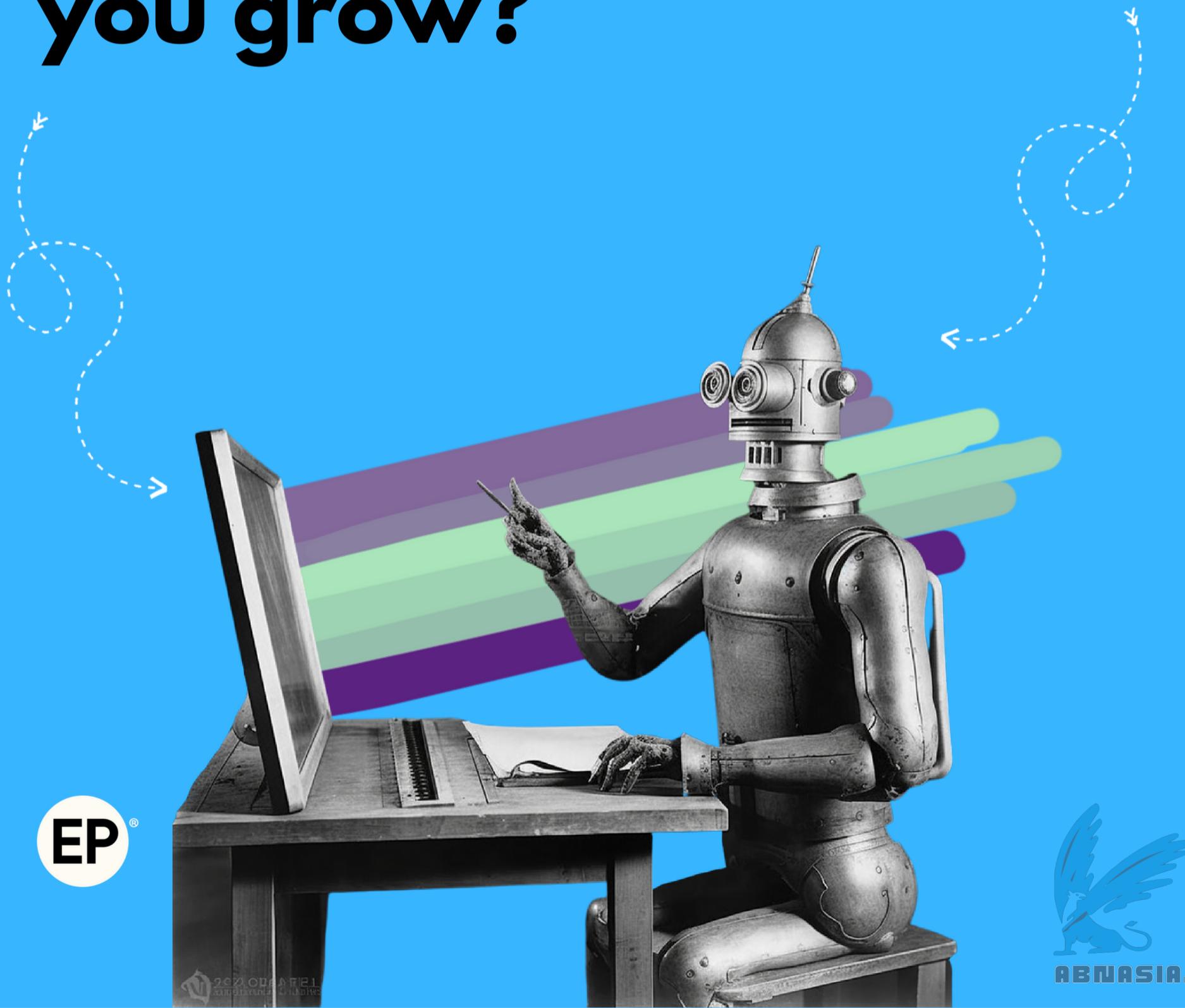




Eric Partaker
ERICPARTAKER.COM

#3:

**What would you love to
learn that would help
you grow?**



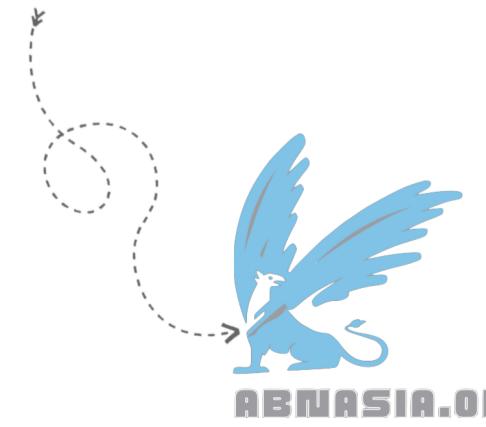


Eric Partaker
ERICPARTAKER.COM

- Keep an open mind for whatever comes next.
- For example, a desire to improve public speaking skills or an aspiration to take a course, etc.
- Support skill development on one-off or group basis.



ERICPARTAKER.COM



ABMASIA.ORG



Eric Partaker
ERICPARTAKER.COM

#4:

**How fulfilled are you on
a scale of 1-10 in your
role?**





Eric Partaker
ERICPARTAKER.COM

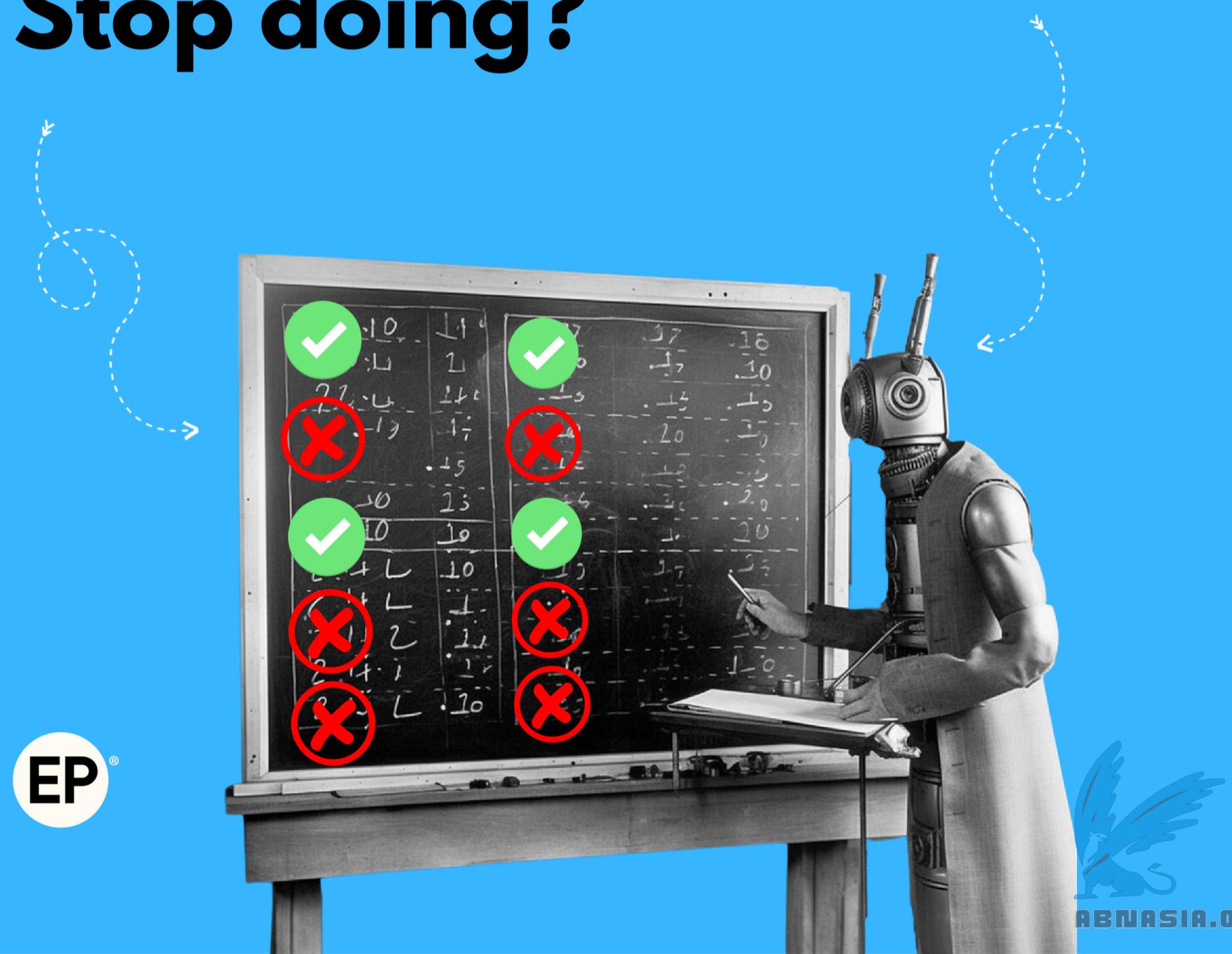
- Immediately follow up with "What's one change that would increase your score by just a half of a point?"
- Keep asking "What else?..." adding additional half points.
- Take special note of anything not previously mentioned.



Eric Partaker
ERICPARTAKER.COM

#5:

If you could change our company goals, what would you start doing? Stop doing?



EP®





Eric Partaker
ERICPARTAKER.COM

- An incredibly powerful question because...
- People often have strong views on where to focus, and where to let go...
- Even if you don't agree the person will feel valued and heard.



Eric Partaker
ERICPARTAKER.COM

#6:

**What's one thing I could
do to be a better leader
for you? What's the next
thing?**



ABN ASIA.ORG



Eric Partaker
ERICPARTAKER.COM

Simple. Straightforward.
But equally powerful...

**Because if you want
to know how you're
doing as a leader,
you need to ask
those that you lead.**



ERICPARTAKER.COM



ABMASIA.ORG