

Stay Interviews Decision Guide

A resourceful tool to assist managers in evaluating the level of trust between them and their teams.

Please choose the answer and point value that you (the manager) believe best answers the question.

- Are you a new leader to this team?
 - Less than 6 months (1)
 - 6 months – 12 months (3)
 - More than 12 months (5)

 - Have you ever conducted a stay interview?
 - Never (1)
 - Been a part of but never been the conductor (3)
 - Yes, I have conducted stay interviews before (5)

 - Has this team participated in any stay interviews or focus groups in the past 12-18 months?
 - No (1)
 - Unsure (3)
 - Yes (5)

 - What is the level of trust that you feel you have with your team?
 - 1
 - 2
 - 3
 - 4
 - 5

 - If we asked your team the same question – what level of trust do you believe that you have with your leader – what do you think they will say?
 - 1
 - 2
 - 3
 - 4
 - 5

 - If you conduct a stay interview with your team, do you believe that they will be honest in their answer or just tell you what they think you want to hear?
 - 1
 - 2
 - 3
 - 4
 - 5

 - Do you feel that the team will be more honest if asked questions in:
 - An in-person meeting with you? (5)
 - Anonymous survey through Survey Monkey or other survey tool? (3)
 - Focus groups hosted by the PCP? (1)
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TOTAL SCORE - RECOMMENDED MODEL:

- 1-12 points (Focus Group with PCP)
- 13-25 points (Anonymous Survey)
- 26-35 points (Manager Led)