



PT WORK Force

Keep Your Employees with Stay Interviews

We've all heard of conducting "exit interviews" when an employee has given their notice, and we want to find out what they liked or didn't like about their job.

According to [Dona DeZube's article](#) appearing in the hiring section of Monster, one way employers can encourage their employees to stick around is by conducting "stay interviews."

These are structured interviews where the employee is asked what is working and what isn't. Check-ins and information generated through these one-on-one talks can lead to changes that can keep employees around longer.

What you need to remember is if something comes up in this process, you do need to address it and not just let it go. Seldom will an employee ask for a raise during a stay interview, but if they do, be honest with your answer.

Action Step:

Set up at least one stay interview each year separate from any employee performance review. Use the opportunity to get feedback on what's working and what's not. Then make sure you do something about any issues that may arise.

