The Stay Interview garnered its name since it was exactly opposite of the traditional exit interview which is used when individuals are leaving the firm. The theory: why wait for good people to leave to find out what is bothering them, ask them what they are thinking now so there is a chance that you can make changes that will engage and retain!

The stay interview is meant to collect data directly from individuals and small groups. This process should not be given as a survey, but should be a face to face, in person conversation. The objective: gather information from everyone on the team in the attempt to find out what must occur in order to stay with the firm.

1. What is it that you particularly like about your job?
2. What is it that keeps you motivated?
3. How do you feel about being recognized – is it enough?
4. Are there things that you would like to learn (self-improvement, new skills) that we can possibly help you with?
5. If you could change your job in any way, what changes would you make?
6. If you ever hear others complain, what types of things do you hear about? In other words, what could we, as a company improve upon?
7. When you have a really good day at work, what makes it so good?
8. If you had the chance to be Managing Partner, what is the first thing you would do to make the largest impact?

These are only examples, and your committee should feel free to add, edit or delete.