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## Employee Engagement and Motivation

### Stay Interview Questions

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To find out the high potential of your own team members – and to unlock their passion and creativity – you need to know more about them. It will be vital to your leadership to take the time for the following actions, letting your team know you want them to grow and develop in order for each of them to make their highest and best contribution.

- Review resumes of your team members - What have they done? Where did they come from?
- Review their past evaluations - What have others noticed in them? When have they been rewarded and recognized?

**Ask them to answer a few of the following questions and discuss their answers:**

1. What is your Why?
2. What do you enjoy most about working here?
3. What contribution would you love to make in your current role?
4. What keeps you motivated to come to work each day?
5. What are your career goals, and how can we help you achieve them within the organization?
6. What do you think we could do to improve your work experience?
7. What additional training or development opportunities would you like to have?
8. What job-related opportunities are you passionate about?
9. What are the key factors that make you feel valued and appreciated at work?
10. What are the key factors that would cause you to consider leaving the organization?
11. What are the biggest challenges you face in your role, and how can we help you overcome them?
12. What opportunities do you see for growth and development?
13. How do you feel your role contributes to the success of the organization?
14. How do you like to be recognized?
15. What contribution would you love to make in your current role?