

Sample Stay Interview Questions

Your Department

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|------------------------|--------------------------|
| Name: | Date: |
| Position title: | Division/Section: |

1. What brought you to our agency?
2. What do you like about your job and the Division so far?
3. What do you look forward to at work each day?
4. What do you dislike about your job?
5. Is there anything you can think of that we could have done differently during the interview process that could have better prepared you for your new role?
6. Is there anything that you have a difficult time understanding about your job or the agency at this point?
7. Have you faced any surprises or things you were just not expecting since you joined us on _____?
8. What are your thoughts on recognition programs here at our agency?
9. How would you like to be recognized? ([Individual-Recognition-Preference-Sheet.pdf \(mo.gov\)](#))
10. What skills are not being used in your current role?
11. What does your dream job look like?
12. What motivates you professionally? What demotivates you?
13. How would you rate the professional development and career advancement opportunities here?
14. How would you rate your work-life balance?
15. What keeps you working here?
16. What could tempt you to leave your position here?
17. What can HR and leadership do to best support you and your career with us?
18. What can I do more of or less of as a manager?

19. What can I do to best support you?
20. If you could change something about your job, what would that be?
21. What is something you want to do in your role that you have not had a chance to do?
22. What three things do you need in a job to be satisfied?
23. What frustrates you at work?
24. What is working about how we work together? What could be improved?
25. What would improve your performance?
26. What is in your impression of this organization?
27. How would you describe this organization to a friend?
28. Do you have any suggestions to make our agency better?
29. Do you have any concerns or additional comments you would like to share at this time?