

7 questions to keep your best people: the **STAY** interview

1. What do you look forward to every day?

Start on a positive note. Identify and encourage more of what they enjoy.

2. What's most meaningful in your role?

Allocating at least 20% of work time to meaningful activities reduces burnout by up to 50%.

3. What would you like to change?

Identify areas where changes could increase job satisfaction or make work more fulfilling.



4. What challenges are impacting your performance?

Identify obstacles and resolve them to boost productivity & growth.

5. What would you like to learn?

Understand their development goals and align them with growth opportunities.

6. What makes you feel valued?

Everyone needs to feel valued, but different people prefer to be recognized in different ways.

7. How can I support you?

Provide the resources, guidance & support for your team to thrive.

TIPS

Listen without distractions and interruptions.

Stay open to feedback and accept it gracefully.

Keep it conversational and less formal.

Ask open-ended questions.

Show appreciation.

Follow up with action.

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