

career  
365<sup>TM</sup>

START STRONG. FINISH STRONG.

*presents*

*retain:*



*Considering how much time and money it costs to hire a new employee, most managers want their people to stay with them for the long haul.*

*Stay Interviews conducted by an external specialist are the remedy.*



# Career365 Stay *Interviews*



Stay Interviews help your most valuable **employees** understand:



You recognise and appreciate their loyalty.



You care about more than just their performance.



You are open to making changes that would bring them more satisfaction.



Stay Interviews help **employers** discover:



Warning signs that indicate a key player needs more support or direction.



Ways to keep the employees in which you've invested the most time and resources.



Low-cost changes that could reaffirm your employees' commitment and engagement.

# So what is a *Stay Interview*?



## Employment *Timeline*



Before

Job Interview



During

Stay Interview



After

Exit Interview

Instead of asking why an employee is quitting, a stay interview focuses on:



what motivates the employee to stick around



what could be better about their work experience



how they envision the next stage of their career within the organisation.



Help me understand how you're doing, what your goals are, and what we can do to make sure you're thriving and staying enthusiastically.

# Stay interviews are *informal conversations*

## Managers aren't always the right people to conduct stay interviews



The goal of stay interviews is to gather accurate feedback and employees need to feel comfortable to give this feedback.



This is why an independent, third-party interviewer can be of enormous benefit in any stay interview.



With an external interviewer, employees can feel more comfortable to share their honest feedback, leading to better insights for your organisation so you can improve and, ultimately, retain your best and brightest.



Many employees may also feel that a stay interview has more gravitas if your organisation has paid someone external to conduct it – it's easier to distinguish from a typical meeting that a manager may put in their diary on a regular basis, giving it more weight and importance.





# Ask what would make *your employee leave*



*Stay Interviews ask their employees what it would take for them to leave the company.*



Do your employees feel they deserve more recognition in the form of a pay raise?



Would they jump ship at the chance to take on a higher title somewhere else?



Do your employees understand what the next step is in their career within your organisation?



Your organisation can learn how it can provide the tools, resources or opportunities your employees are not currently getting, such as a clear sense of purpose, stretch assignments, fair compensation or greater flexibility.



Find out more by contacting  
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