

Retention Interview Questions

What attracted to come and work here?
How has the job been different from what you expected? In what way?
How would you describe the work atmosphere?
What are the things that you most like about your job?
What are the things that you like the least?
How significant is your dislike?
How likely is it that you will continue to work here for the next year?
Has anything happened that has caused you to think about leaving? What?
What are some of the new things you would like to do in your job?
If you could learn something new and different what would it be?
How would you describe success for you?
How would you like your job to be different in the future?
What career goals do you have?
Do you think you could achieve your goals here?
How much do you think you can grow in your job here?
What might get in the way of that growth?
What kind of recognition do you receive in your job?
Have there been times when you thought you should have been recognized?
Do you get as much as you would like?
What kind of recognition is most meaningful to you?
How well are we using your skills and abilities?
What could we do differently?
How would you describe your relationship with your coworkers?
How would you like it to change? What can you do?
How would you describe your relationship with your supervisor?
How could it be improved?
What is your experience with balancing your work and personal life?
What would keep you excited and interested about your job?
What do you see as being the next step in your career?
What is the best way for you to learn? Classes, webinars, reading, observing.....

Plan of action:

Goals for coming year –
Skills to develop –
Ways to use your skills better –
Ways to improve work/life balance –
Ways to improve relationships with coworkers –
Ways to improve relationship with supervisor –
Behaviors you would like to change –
Steps to take for career growth -