

The STAY Conversation

Questions to aid a STAY conversation using the RESPECT framework

WHAT IS A STAY CONVERSATION? While an exit interview focuses on why someone is leaving your organization, a stay conversation or interview is focused on creating a great career experience for the individual and driving a deeper level of organizational commitment.

RECOGNITION

- How do you like to be recognized (e.g., privately vs. publicly)?
- What types of behaviors or performance are deserving of recognition?
- How frequently would you like to be recognized?

EXCITING WORK

- Which parts of your job are the most exciting for you?
- What parts of your job are the best match to your current skills and abilities?
- What changes are necessary to make your job more meaningful and challenging?

SECURITY

- What most determines or influences your confidence in the future of the organization?
- How can senior leaders better demonstrate that employees are important to the future success of the organization?
- What should the organization do to strengthen the perceived relationship between job performance and job security?

PAY

- What can I do to ensure that you feel there is a good match between your pay and what you contribute to the organization?
- How can we strengthen the connection between your goal achievement and bonus or incentive payout?
- What benefits, if added, would make your total compensation package more attractive?

EDUCATION AND CAREER GROWTH

- What job-related opportunities to grow/develop would be the most meaningful to you?
- To what training/educational programs do you need access in order to develop the skills necessary for advancement or promotion?
- What can I do personally to help you achieve your career goals in this organization?

CONDITIONS

- What changes in your job would lead to a healthier work-life balance or to a fairer distribution of workload?
- What can I do to improve team relations or our team's interpersonal chemistry?
- What tools, programs, or materials do you need to get your job done more effectively?

TRUTH

- What changes are needed in order to keep you and your coworkers better informed about the organization, its direction, or its current performance?
- How could the organization improve the extent to which you/your coworkers feel as if you have a voice, that is, the opportunity to speak up and to know your opinions count?
- How can I deliver better or more useful feedback on your job performance?

Engage²Excel™

The RESPECT framework, developed by Dr. Jack Wiley, is based on three decades of research on what employees really want. Engage2Excel provides employee recognition, talent acquisition and employee survey solutions to help organizations create great career experiences that increase engagement, productivity and retention.

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