

1. Have you heard the expression 'The Great Resignation'? What does it mean? Why are we hearing it now?
2. As a period of employment ends, companies sometimes conduct 'exit interviews' - what is the goal of these interviews? Have you ever had an exit interview? What were you asked? How did you reply?
3. How are 'stay interviews' supposed to address the turbulent jobs market at the moment?

Read article here: [Stay Interviews Reading](#)

4. In the article, Matthias Spitzmuller says, "We're in a different society than we were at the beginning of the pandemic, and that will mean changes in employment preferences."
Is this true in your country? Are people reassessing life/work? Are people more prepared to see if the grass is greener elsewhere?
5. Here are four questions taken from the article - how would you answer them if they were applied to your company/organisation?
 - a) Which types of employees should companies target with stay interviews?
 - b) Who should conduct the stay interview?
 - c) What should be discussed in a stay interview?
 - d) The pandemic has shifted how some employees want to work. Should those issues be brought up in stay interviews as well?
6. Here are five questions taken from a 'What should be discussed' section - are these questions useful? If not, what else could you ask?
 - e) What's your frame of mind today?
 - f) Who do you feel connected to at work?
 - g) What barriers can I remove for you?
 - h) What new thing do you want to learn that will excite you and help you grow?
7. Does the concept of stay interviews only really apply to large organisations? Why? Does the concept come from the notion of wanting to quantify everything?
8. Does money solve most of the issues associated with people wanting to leave their jobs? In your previous employment, would you have stayed with a company/organisation if they had simply increased your salary?
9. Are there any downsides to using stay interviews? Tell me about inaction, overpromising, extra cost.
10. What alternative ways are there of getting feedback from staff?

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Situation

Long-term employee, Andrew, doesn't seem as motivated as usual, and you've heard rumours that he is looking at leaving your organisation. Arrange a stay interview for him, and try to keep him on board at your company.

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Discuss quotes

"Look on every exit as being an entrance somewhere else."

— Tom Stoppard

"There should be exit interviews for dating. Just a brief evaluation of the highlights and challenges of the relationship, and maybe a few questions like

"So what exactly was it that motivated you to dump me?"

--- Devan Sipher

"Your days are numbered. Use them to throw open the windows of your soul to the sun. If you do not, the sun will soon set, and you with it."

--- Marcus Aurelius

"And then there is the most dangerous risk of all – the risk of spending your life not doing what you want on the bet you can buy yourself the freedom to do it later."

--- Randy Kosimar

"You can always tell when a man's well informed. His views are pretty much like your own."

--- H. Jackson Brown, Jr.