

# The Stay Interview Guide

The following questions are designed to assist managers in conversations with their direct reports, and to retain top talent at UAB.

1. How clear are you on your role?
2. How would you describe your bandwidth?
3. Do you have the resources you need to succeed?
4. What excites you about your job?
5. We value you as an employee. What can we do to keep you at UAB?
6. What is your ultimate career goal/aspiration?
7. Do you feel your strengths are currently being utilized? How might we better utilize your strengths?

8. What do you enjoy about your current role?
9. If you could pick your next assignment/project, what would you do?
10. In broad brushstrokes, how would you paint your career?
11. In what traits/skills would you like to continue to invest? How?
12. What experiences would you find valuable toward your development?
13. On what skills should we focus your development for your current role and future career aspirations?
14. Where do you feel you are experiencing roadblocks to your development?