



Children's Services Division

Stay Interviews

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Agenda

- Introduction and icebreaker
- Statistics
- Stay interviews unveiled
- The core questions
- Making it happen – implementing stay interviews
- Success stories
- Question period

Top 10 Reasons Employees Stay

Exciting work and challenge

Fair pay

Supportive manager

Work environment and culture

Being recognized, valued and respected

Career growth, learning and development

Benefits

Pride in organization and mission

Working with great people

Meaningful work/making a difference

Stay interviews unveiled

A stay interview is a structured, one-on-one discussion between a people leader and an employee to:

- Understand why the employee chooses to stay with the organization
- Identify specific actions that can enhance their engagement and retention
- Support people leaders to learn what motivates their team members



Benefits

Team Member

- Feeling valued
- Improved communication
- Career development
- Improved work environment
- Increased job satisfaction
- Empowerment

People Leader

- Building trust
- Increased positive work culture
- Proactive problem solving
- Better workforce and work planning
- Enhanced engagement
- Increased retention

Making it happen – implementing stay interviews

Preparing for the stay interview:

- Conduct the stay interview one-on-one (not in a group setting).
- Prior to meeting, set the stage.
- Should be 5-10 questions in length.

Format of the stay interview:

- Meet in a location where the employee feels comfortable.
- 20-30 minutes.
- Let the conversation flow.
- Probe for additional information.

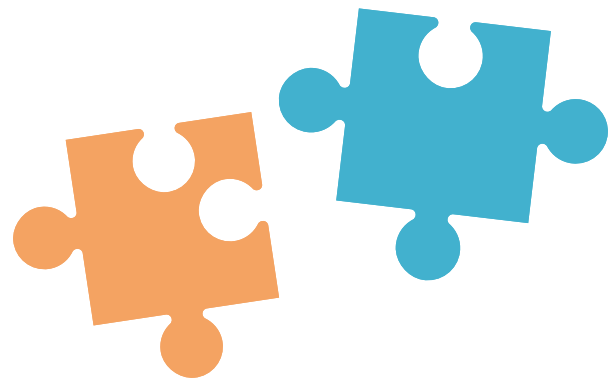


The core questions

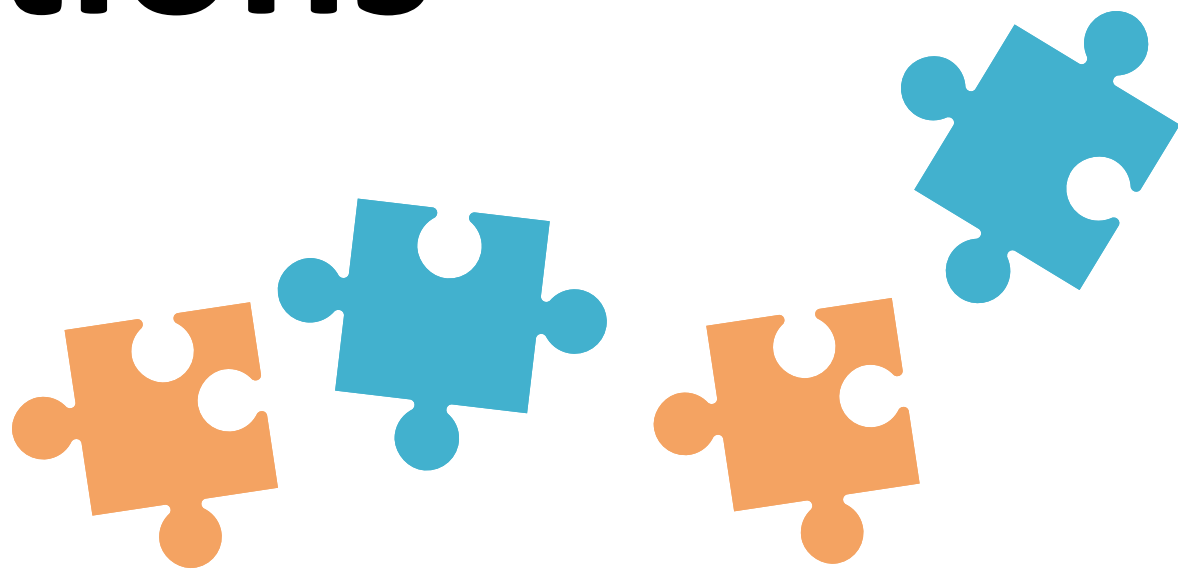
- Identify objectives
- Focus on open-ended questions
- Cover key areas
- Be consistent
- Pilot test
- Review and revise

Success stories from stay interviews in Children's Services

Purpose and Meaning	Work Environment	Recognition	Learning and Development	Leadership
<ul style="list-style-type: none">• The clients• Relationship building• Program work/making a difference• Job satisfaction	<ul style="list-style-type: none">• People's strengths• Program development• Human side of leadership• Role of the Team	<ul style="list-style-type: none">• Feedback• Sharing knowledge and skills• Positive recognition from people leaders• Helping the community	<ul style="list-style-type: none">• Internal and external collaboration• Creating resources, workshops• Consultation skills	<ul style="list-style-type: none">• Stay interview yearly• Continue making individual connections• Keep transparent/open communication



Questions





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