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# The Stay Conversation

Ask these preemptive “exit interview” questions during quarterly one-on-one meetings with your team. Select 2 or 3 of these each quarter to guide your discussion.

## 1. Staying Signals

- *What’s working well enough that you’d want more of it?*
  - *What might cause you to start looking elsewhere?*
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## 2. Expectation vs. Reality

- *How is this role lining up with what you expected?*
  - *Where is it better? Where is it off?*
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## 3. Energy + Friction

- *What parts of your work give you energy?*
  - *What consistently drains it?*
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## 4. Tools + Conditions for Success

- *What do you need more of to do your best work?*
  - *What’s getting in the way?*
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## 5. Recognition + Feedback

- *When do you feel most recognized for your work?*
  - *Where might I be missing the mark?*
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## 6. Improvement Lens

- *If you could change one thing that would make a real difference, what would it be?*

Note: Adapted with appreciation from Nicole Caley

## 7. Leader Support

- *What do you need from me that you're not getting?*
- *What should I do more of? Less of?*