

Key Element	Stay Interviews	Exit Interviews
Objective	To uncover what motivates employees to stay, and what might drive them away	To understand why an employee is leaving the organization
Who It's For	High-performing, current employees you want to retain	Employees who are resigning or have resigned
Timing	Conducted proactively while employees are still engaged	Happens at the end of an employee's journey
Honesty of Feedback	Encourages open, candid discussions when psychological safety is established	Employees may hold back to avoid burning bridges or sharing criticism
Impact Potential	Offers real-time opportunities to act on feedback and improve culture	Insights are often too late to retain talent, though they may help future planning
Relevance of Input	Directly tied to current challenges and morale within your team	It may be less relevant to those still working in the organization
Follow-through Window	Leaves room to implement changes that show employees they're valued	Any action taken won't benefit the person giving the feedback

# Stay Interview And Exit Interview Questions Workshops

**M Lipman**



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