

Stay Interviews: Protecting you from a surprise exit.
By: Spano Pratt Executive Search

Exit interviews can serve to provide important information and insight relative to what went wrong or what can be improved in order to retain talent. More innovative however is the proactive concept of “stay interviews”.

After the investment of identifying and selecting the right fit for your organization, a follow up interview is a good way to provide extra insurance that your “A” players are engaged and learn about what is working and what they might like to change about their job. Learning why your star employees are staying provides valuable insight into your culture and powerful data that can serve to attract talent and replicate the positive experience for recruiting future talent.

It’s worth the time to develop good communication and solid relationships that build long term trust that will translate into positive retention.