



## Worksheet 2b.A2

### Competency: Developing Others— “Why People Stay” Interviews

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Why do people stay? Conduct an interview with a staff member using the following questions as a guide:

- What will keep you here? What will cause you to stay? What might entice you to leave?
- Are we fully using your talents and skills?
- Looking at your total compensation package, do you think that you receive fair compensation for the work you do? Why/why not?
- What would you like to be doing a year from now?
- Give an example of one or two specific incidents that make you want to stay at this job.
- What about this job makes you jump out of bed in the morning? What makes you hit the snooze button?
- If you were to win the lottery and resign, what would you miss the most about this job?
- If you had a magic wand, what one thing would you change about this team?
- What would be the one thing about working here that would cause you to leave if it changed?
- What are you overdue for?
- If you were the boss/supervisor, what would you do differently?
- How does this job fit for you?

### Agency Qualities

- What most attracted you to work in your current agency?
- Describe the experiences you have with your agency that reinforce your sense that this is a good place to work.
- Please give some concrete examples of how your agency supports you.



- Please explain the role that your work group plays in how well you feel supported in your work.

## Retention of Others

- In your opinion, what are the primary reasons that employees leave your agency?
- What might improve retention of staff in your agency?

## Individual Experiences of the Agency

- Do you feel emotionally and physically safe at work?
- What are your job's top stressors?
- Do you feel you are able to maintain a balance between your work and personal life?
- Do you experience a sense of connection and belonging at work?

## References

Adapted from the following sources:

- Eaton, M., Anderson, G., & Whalen, P. (2006). *Resilient child welfare worker interviews*. East Lansing, MI: Michigan State University School of Social Work, Child Welfare Worker Recruitment and Retention Project.
- Kaye, B., & Jordan-Evans, S. (2002). *Love 'em or lose 'em: Getting good people to stay*. San Francisco, CA: Berrett-Koehler.
- Williams, E. S., Ryals, D. G., & Dickinson, N. S. (2009). *Staying power! A supervisor's guide to child welfare staff retention*. Chapel Hill, NC: University of North Carolina, School of Social Work, Jordan Institute for Families.

