

Stay Interviews

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Interviews start and end most employment relationships. We ask questions during the hiring process to identify the employee best suited for the position. When someone departs the university, we ask questions about their past experiences and why they are leaving.

Are there other ways you can lead, inspire and engage your employees?

During employment, employees and supervisors discuss annual performance reviews and if necessary, have conversations about performance deficiencies. Hopefully, there are celebrations of successes along the way!

These questions are designed to start a conversation and to nurture an on-going dialogue to ensure each employee is actively involved in fulfilling activities contributing to our collective mission to be the national model for the engaged university: engaged with ideas and the world.

Some examples of stay interview questions you could ask are:

- What motivates you to perform your best?
- How do you feel I support your career goals?
- When do you feel the greatest fulfillment in your role at JMU?
- Why do you choose to come to work each day?

Consider a planned and scheduled conversation (a stay interview) where you and each employee have a conversation about why the employee chooses to continue working at JMU. The stay interview further develops professional relationships and demonstrates you care about the employee and appreciate their efforts. All of which helps to build trust.