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.

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?

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.