



DECISIONWISE

LEADERSHIP INTELLIGENCE®

Ultimate Stay Interview Guide for Managers

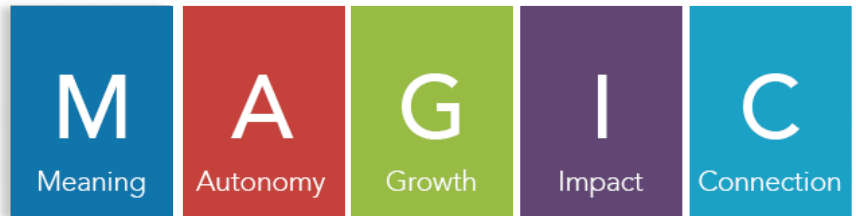
25 questions managers can use to launch an employee engagement conversation—in order to retain and engage their employees.



As a manager, do you know your employee's level of engagement? If not, how do you find out? Talk to them! That's it! Have a sincere conversation, ask questions, and LISTEN to what they say!

MOST MANAGERS ARE WILLING to have conversations with their teams about engagement. Most employees welcome the conversation, if done correctly. However, most of us don't know where to begin.

MAGIC—Meaning, Autonomy, Growth, Impact, and Connection is about changing the growing conditions of engagement, not telling employees how to engage. Engagement is a 50-50 proposition, organizations can only create an environment that unlocks the power of engagement, but it is up to the individual employee to choose to be engaged.



The following questions will help get the conversation rolling:

- What does a good day at work look like for you?
- What does a bad day look like?
- What do you like about your work?
- What do you wish were different?
- Do you have fun at work?
- How do you feel at the end of the day?





MEANING: Your work has purpose beyond the work itself.

When was the last time you felt that the work you were doing was about more than just making money? Have you ever felt that way? When was the last time you took bone-deep pride in knowing that your work made a positive difference in a million people's lives, or even just one person's life? Have you ever done something that filled you up so completely that you could work nonstop for hours without realizing it, and not even feel tired when you're done? That's meaning.

Questions about **MEANING** in the job:

- What about your job gets you out of bed in the morning?
- Where do you find meaning in your work?
Where is it missing?
- How does your job help you accomplish what's most important in your life?
How does it detract?





AUTONOMY: The power to shape your work environment in ways that allow you to perform at your best.

Autonomy is not about leaving people alone. In fact, employees don't want to be left alone. They want clear direction and to understand the rules and expectations under which they are performing.

It's not working without a net. Well-run organizations provide autonomy to employees through clear guidance from supervisors, established procedures, manuals and so on. It's only in dysfunctional organizations that are left to figure out their jobs with little or no input from management. That's not autonomy; that's lack of leadership.

Questions about **AUTONOMY** in the job:

- What type(s) of autonomy is/are most important to you?
Where you work? With whom you work?
When you work? What you work on?
Any others?
- Where is that autonomy present, and where is it missing?
- How do you feel about the level of direction and support you receive from me?
From others?





GROWTH: Being stretched and challenged in ways that result in personal and professional progress.

Growth is extending yourself. It's getting better. Growing—feeling that we are always improving and expanding into new area—is a universal human need. We become bored, distracted, and disengaged when we feel that our work is rote, routine, and repetitive. People crave work experiences that challenge their minds and their skills, that are intellectually stimulating, and that offer them the chance to rise to the occasion and excel even in high-stress situations.

Questions about **GROWTH** in the job:

- Where do you feel you are growing in your job?
Where do you feel stagnant?
- Are there areas outside what you do each day that you would like to be involved in?
Where would you like your career to go, and how can we support that?
- What interests or talents do you have to contribute that we're not fully recognizing or using in your current role?





IMPACT: Seeing positive, effective, and worthwhile outcomes and results from your work.

In organizations where high levels of effort pair with high levels of perceived impact, you get an engaged workforce. The combination of effort and impact encompasses many of the key ingredients of employee engagement: satisfying work, a sense of progress, a feeling of community, and confirmation from the employer that the effort is valuable and meaningful.

Questions about having **IMPACT** in the workplace:

- Where do you feel your work has the greatest impact (on whom, what, etc.)?
Where do you feel you're spinning your wheels?
- When people evaluate your performance, what do you think are the key areas they look at?
What's going well?
What's getting in the way?
- Where do you see yourself currently making a difference?
- Where would you like to see yourself making a difference?





CONNECTION: The sense of belonging to something beyond yourself.

Connection is the feeling that being part of your organization makes you part of a community of people who are engaged in something that's bigger than any one person. There's a sense of belonging to the organization and the people around you

When you're satisfied and pleased with something that your company is doing, you take ownership. Connected employees refer to the organization in terms of "we" and "us" versus "they" and "them."

Questions about finding **CONNECTION** in the workplace

- Tell me about the people you work with.
Do you enjoy working with them?
- What type(s) of connection is/are most important to you?
- Do you feel like you belong here? Why or why not?



Stay Interview Questions

- Where is our organization letting you down?
Where is it lifting you up?
What needs to change in that area?
- Where am I letting you down as a boss?
How am I helping you?
What needs to change in our relationship?
- If you won the lottery tomorrow and left your job, what would you miss most?
- What keeps you here?
What might entice you away from our team today?



We wrote the book on employee engagement.

Employees and leaders intuitively know that when we find a place where we can throw our hearts, spirits, minds, and hands into our work, we are happier, healthier, and produce better results. Yet, most struggle to understand exactly why we engage in some environments, and

don't in others. *MAGIC: Five Keys to Unlock the Power of Employee Engagement* introduces the five MAGIC keys of employee engagement—**Meaning**, **Autonomy**, **Growth**, **Impact**, and **Connection**—and shows how leaders can help employees achieve higher levels of engagement, as well as how employees can be more successful by taking ownership for their own MAGIC.

Based on over 14 million employee survey responses across 70 countries—the most extensive employee engagement survey database of its kind—MAGIC combines principles of psychology and motivation with solid business concepts. Written by recognized experts in leadership and employee engagement, this book provides actionable advice that will reduce attrition, encourage initiative, drive growth and profit, and increase personal engagement in one's work.

Leaders and employees will find real-world case studies, exercises, assessments, thought-provoking questions, and suggestions that increase engagement on the individual, manager, and organizational levels.

www.EngagementMagic.com
Get it on Amazon®





Bring MAGIC Into Your Organization

Experience the ENGAGEMENT MAGIC® Training today. It's a fun, engaging, and effective learning experience that provides practical tools for both employees and managers to boost their own engagement and create an engaged culture.

This one-day interactive workshop is designed to increase engagement by helping participants understand where they find their passion, meaning, and drive and apply it to their jobs. The results from their Employee ENGAGEMENT MAGIC® self-assessment are provided during the session and are used to help create a personal engagement action plan. Learning activities, games, and videos help participants internalize each concept while allowing time to discuss and debate ideas in small groups. Finally, managers are provided practical ideas and activities to use with their own employees to boost engagement including how to conduct a one-on-one engagement interview with their employees.

Learn more at www.EngagementMagic.com.



200+ clients in 70 countries and 30 languages
Over 14 million survey responses
Coach executives around the world
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“Turn Feedback into Results”



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