



Sample Stay Tool

Purpose

The purpose of a stay tool is to help early care and education leaders understand their employees' motivations and frustrations. By gaining this insight, leaders can create a more positive work environment and boost employee morale, engagement, and retention.

A stay tool's questions reveal what motivates employees to stay in the organization and identify factors that could lead to their departure. This valuable insight empowers managers and the organization to make informed decisions, ultimately retaining high-performing early care and education staff.

Unlike exit interviews, a stay tool can be applied in various ways. It can involve randomly selected participants, all staff members, or focus on specific roles that may face retention challenges, such as fiscal staff. These tools can be used at any time, whether scheduled or as needed. They may be administered anonymously via email or through face-to-face interviews to gather essential data for strategic planning.



Employee Information *(Optional)*

Name: _____

Title/Department/Center: _____

Manager Name: _____

Date: _____

Stay Questions

1. What aspects of your job make coming to work worthwhile and make you feel good about the work you do?

Comments

2. Are there aspects of your job that make it difficult to come to work?
Are there any areas where you'd like to see improvements or changes which would make your work easier or more rewarding?

Comments

3. What are some of your unique talents and skills that you bring to your role?
How could we better utilize those strengths?

Comments



4. What professional development opportunities or other resources would help you grow and feel even more effective in your work?

Comments

5. What kind of support from your supervisor or manager would help you thrive in your role? Do you have additional support, such as a friend or buddy at work?

Comments

6. In your opinion, are your coworkers committed to doing quality work? Please explain.

Comments

7. Do you feel the organization is committed to supporting culture and diversity? Do you feel included?

Comments



8. In your experience, were you ever concerned about the health and safety of children and staff? If so, when?

Comments

9. If you had a magic wand, what would be the one thing you would change about your work, your role, or your responsibilities?
What could the organization have done?

Comments

10. Do you have any suggestions for leadership to improve overall employee satisfaction?

Comments

