

GROUP AND INDIVIDUAL VIRTUAL STAY INTERVIEWS



WHAT'S IN A STAY INTERVIEW REPORT?

FIRST IMPRESSIONS

Key Engagement Ingredients



CELEBRATION

First impressions are recorded in the first few minutes of the interview and include how the employee approaches the exercise. Did they laugh? Did they converse with the interviewer or just answer the questions? Did it appear they could appreciate the objective of the interview? Do they have natural bent toward celebrating the good things in life?

COMMUNITY

Key Engagement Ingredients



TOGETHERNESS



COLLABORATION

The first set of questions focuses on the employee's relationships at work. This determines the status of their sense of belonging to a team. We ask questions like, "Do you have a best friend in the office?" and "What makes this person your best friend?"

Our goal is to determine if the person experiences isolation, why and what the employee and organization could do about it. We then talk a little about their supervisor(s). The objective is to determine if the employee feels valued through recognition, feedback and expressions of gratitude, for instance. In some cases, the employee will be invited to tell stories about difficult experiences at work - this gives us a revealing look at how their job feels each day.

PURPOSE

Key Engagement Ingredients



AFFIRMATION



PURPOSE

The next section of the interview involves a basic Workplace Culture Store exercise involving the [15 Basic Types of Play](#). We go through the types and then explore what is meaningful for the employee in their work life. The goal is to determine if they have a healthy mix of "passion-stirring" activities at the office. These are activities the employee knows they enjoy. Even if they are work, for this person they don't feel like work, because the employee enjoys them so thoroughly.

We then talk about the employee's recreational life. The goal is to explore if they engage in sufficient restorative activities during off hours. This flows nicely into the next set of questions and exercises, PLAY.

PLAY

Key Engagement Ingredients



FUN



LEADERSHIP



CREATIVITY

The next set involves a journey into the employee's feelings about fun. Fun is necessary for mental health and engagement, so we work to learn what "fun" means to each employee. How do they unwind? What kind of fun do they wish they had access to in the workplace, as long as it is appropriate for the office and supports productivity? Many people don't associate fun with the workplace, so sometimes we provide examples of workplace activities that stimulate creative thinking and togetherness, things they could choose from, so to speak.

The objective of these questions is to explore the employee's concept of fun, but also to clear up some misconceptions about making one's work life more satisfying. The culture of workplaces over the past 100 years has reinforced the idea that fun is not allowed at work, that home and work life are not compatible, and this has been a big contributor to lack of engagement and deteriorating mental health of working people. We help employees understand how fun and play, when engaged appropriately and professionally, when integrated with work, stimulates creativity, productivity and helps working people engage more effortlessly in their tasks and responsibilities. It also serves to restore mental health, relieve stress, and nurture better collaboration and a sense of togetherness with coworkers.



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WHAT'S IN A STAY INTERVIEW REPORT?

THE JEOPARDY JAR AND *THIS SUCKS* SCALE

At this point in the interview, the employee is open to authentic conversation. They have come to trust their interviewer. That's when we invite them to play a game.

The Jeopardy Jar is a jar of anonymous messages to supervisors. This is the only part of the interview that remains anonymous. The jar is meant to contain not wanton criticism, but things that employees want expressed but don't necessarily want to be the one to do it. Some topics are highly sensitive, and we work with the employee to put things into the Jeopardy Jar that inspire change but not rage or reprisal. The employees get to see two or three of the messages contributed by other employees. This gives them some ideas but also gives the team the sense that they are collaborating to be heard in a constructive way.

Once we have decided on messages and stories to be added to the Jeopardy Jar, each item is rated on the *This Sucks* scale. This is a 1-10 scale that expresses the depth of the pain the employee feels about the content of the message. Ten represents the worst a work experience can be - this means it is so bad that the employee is actively seeking other employment or on the verge of quitting. Zero represents the other extreme - the employee loves working there so much that they see themselves staying for life. Each employee is encouraged to submit two or three items to the Jeopardy Jar.

IN SUMMARY

This is what your report will look like:

Employee: Mary Smith

FIRST IMPRESSIONS

- Openness, choice of vocabulary, laughter
- Willingness to ask questions of the interviewer
- Congeniality to the exercises

COMMUNITY

- Friendships in the office
- Sense of belonging in the office
- Health of relationships with team and supervisors

PURPOSE

- How healthy is the mix of mentally restorative activities
- Is there a sense of meaning in the work

PLAY

- Fun in the workplace, what is it, is there enough of it, and how can it be integrated with work for improved productivity and work experience
- What fun employee(s) would like to see more of

The Jeopardy Jar comes with the report and contains all the items all interviewees contributed.

We use this for an illuminating and fun leadership exercise with the supervisors and managers of the company.

OUTPUTS OF THE STAY INTERVIEW PROCESS AND REPORT

FOR INTERVIEWEES

- A stronger awareness of his/her sense of belonging at their workplace.
- A better understanding of how his/her relationships in the workplace contribute to success.
- Some new insights on how to better cultivate togetherness and collaboration skills.
- Awareness of his/her passions and authentic fulfillment in work.
- Permission to bring more fun into his or her life, knowing it supports their performance at work rather than interfering with it.

FOR THE ORGANIZATION

- Improved awareness of how effectively employees are connecting at work and what team-building activities might be needed.
- Improved awareness of the interests and passions of the team. These represent the best way to reach them on a meaningful level.
- Knowledge of how to help employees connect their role and tasks to the objectives of the organization as a whole, and feel a sense of purpose in it.
- Some insights on how your employees define "fun" and how to inject more of it into their daily work experience.
- Insight on the top three contributors to ailing engagement: isolation, meaninglessness, and pain-punishment, and how to counteract the effects specifically for addressing your organization's challenges.

