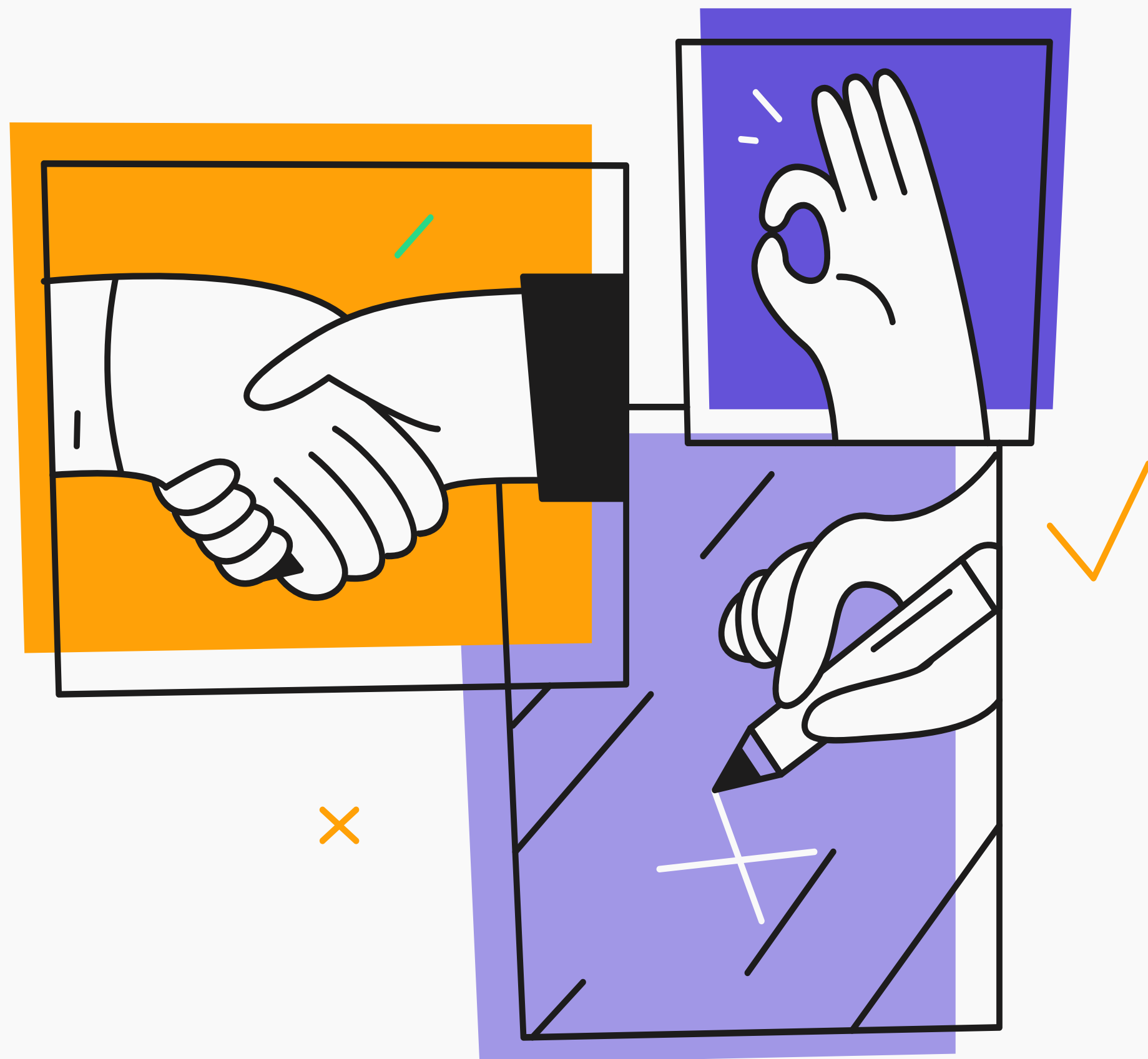


Mini “Stay Interview”

The most important thing to do to understand what people want is to **ask them**.



Quick instructions (for managers)

Spend **20 minutes** asking each person on the team the following questions 📌 **Listen most of the time and only intervene to clarify.** Take notes.

01 What makes you stay here today?

02 Which part of your job gives you the most energy?

03 What drains your energy?

04 What opportunities or obstacles, if addressed, would make a difference in the next 3 months?

05 What do you want to grow in now?

06 What would make you consider leaving?

Continue on the back! ➡

Loyalty lever menu

The most important thing to do to understand what people want is to **ask them**.

Quick instructions (for employees)

Select the 2–3 levers that, if activated in the next 90 days, would have the **greatest impact for you**.

			Any levers missing? Write them here 📌
✦ Flexibility (location/ hours/asynchronous)	✦ Salary/bonus/benefits	✦ Positive environment and psychological safety	✦ _____
✦ Sustainable load + reduction in meetings	✦ Greater attention to DEI	✦ Constant and appropriate feedback	✦ _____
✦ Quality training (dedicated budget)	✦ Inspiring projects	✦ Clarity of objectives and priorities	✦ _____
✦ Mentorship / Coaching	✦ Internal mobility / job rotation	✦ Greater clarity in communication	✦ _____
✦ Job crafting (i.e. the possibility to personalise one's work)	✦ More efficient processes	✦ More 1:1 quality time with the manager	✦ _____
✦ Visibility and recognition of work	✦ Autonomy and ownership of initiatives	✦ Work experience abroad	✦ _____
✦ Clear career paths	✦ Appropriate set-up for on- site and remote working (desks, ergonomic chairs)	✦ Access to cutting-edge technologies and tools	✦ _____