

STAY INTERVIEWS

Implementing New Methods in Library Leadership to Help Maintain Employee Retention

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The workplace has seen unprecedented disruption, especially since 2020 and the COVID-19 pandemic. We've seen "The Great Resignation" and "Quiet Quitting", and, specifically to libraries, unprecedented rise in challenges to intellectual freedom.

There are five generations currently in the workforce. Each generation has their own way of learning, working, communicating, and consuming information that managers must be able to navigate in order to keep their employees engaged.



THE POWER OF STAY INTERVIEWS FOR ENGAGEMENT AND RETENTION: SECOND EDITION

RICHARD P. FINNEGAN



5 QUESTIONS

1. What do you look forward to each day when you commute to work?
2. What are you learning here, and what do you want to learn?
3. Why do you stay here?
4. When is the last time you thought about leaving us, and what prompted it?
5. What can I do to make your job better for you?



4 BENEFITS

1. Employees hear directly from their supervisor that they care and want them to stay and grow with the company.*
2. Supervisors further accept retention and engagement within their sphere of responsibility.
3. Employees are more likely to accept responsibility for staying.
4. Stay interviews build trust.

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