



Stay & Exit Interviews

Supporting workforce development throughout the employee lifecycle

What is A Stay Interview: Stay interviews provide individual-level information and allow for identifying trends and themes among all employees. This online interview is designed to understand experiences and elevate company culture.


What is A Exit Interview: Exit interviews provide individual-level information and allow for identifying trends and themes. This online interview is designed to understand the experience, job meaning, and how company culture can be elevated.

Stay Interviews

- Why do individuals want to work for your organization
- Successes in the company
- Gain information to retain individuals
- Implement real-time changes
- Retaining
- Assess the current organizational culture

Exit Interviews

- Why are individuals leaving your organization
- What can be done
- Gather information to attract individuals
- Prevent additional turnover
- Replacing
- Improving the organizational culture



By conducting both stay and exit interviews, companies can gather a complete picture of the employee lifecycle and gain valuable insights at different stages. It allows them to proactively address concerns, improve employee satisfaction and engagement, retain top talent, and make informed decisions to enhance organizational effectiveness.

Additionally, comparing the feedback from stay and exit interviews can help identify trends, patterns, and areas of improvement over time, leading to continuous enhancement of the employee experience.

Why Use an External Service:

External surveys ensure anonymity, allowing individuals to feel comfortable revealing information about their experiences that they might not otherwise disclose to an internal team member. Additionally, a third party provides unbiased and objective questions, analyses, and recommendations. It's estimated that response rates increase by nearly 40% when an external third party conducts interviews. Overall, stay and exit interviews play a crucial role in understanding employee needs, improving the work environment, retaining top talent, and making informed decisions to enhance organizational effectiveness.

51% of currently employed individuals say they are actively looking for a new job or watching for openings. *Gallup*

Individuals who are engaged in their work are more likely to help organizations achieve their goals. *SHRM*

The cost of turnover can range from 30% to 200% of an individual's salary.

The average cost to a company of losing a highly-skilled individual is 213% of their annual compensation. *Center for American Progress*

What to Expect:

We are committed to providing organizations with the best possible services. Our services support all aspects of the employee lifecycle for organizations and serve as a continuous process for evolution and success. Stay and exit interviews provide critical data that can be used to help make a wide variety of HR and People Development decisions. Our cloud-based interviews are designed for scale and efficiency no matter the size or industry your organization is in.



Utilizing Artificial Intelligence (AI) for Further Insights

The data collected from stay and exit interviews is also analyzed using various AI tools to help further data interpretation. This goes beyond traditional data analysis by empowering organizations with deeper insights and proactive strategies to enhance their workforce dynamics.

We use AI to showcase and analyze large datasets and to identify patterns, trends, and outliers. AI can help improve our recommendations by combining the data collected from scaled to short answer responses.

Pinpointing specific areas contributing to positive or negative sentiments for targeted improvement strategies. By combining AI-driven solutions with human touch, our stay and exit interviews are able to make key recommendations to reduce churn and to improve company culture.

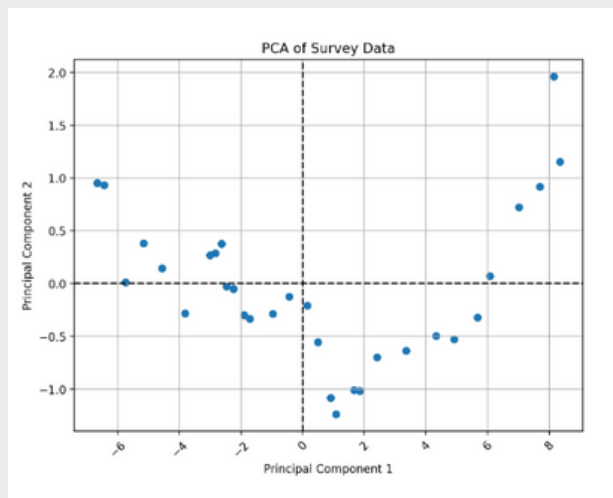
AI Can:

Assist with visualizing the data in new ways to enhance interpretation and identify emerging trends.

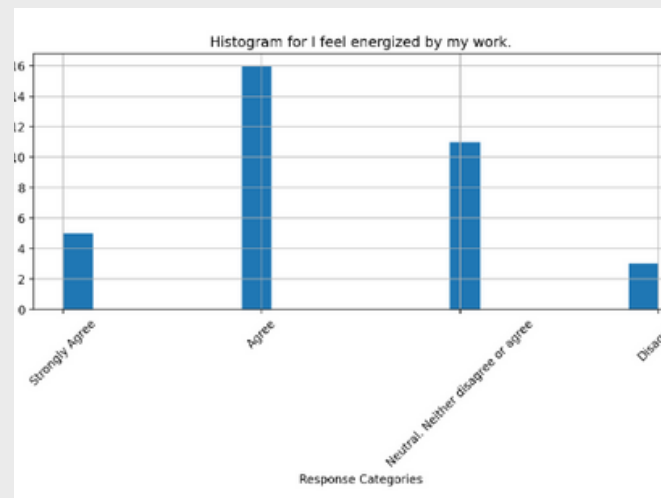
Highlight response patterns to determine what factors contribute to high engagement and satisfaction.

Illustrate a variety of diagrams and charts to help identify patterns, correlations, and nuances in employee responses.

Scatter Plot Example



Histogram Example



Stay & Exit Interview Pricing

Key Benefits

- 10-15-minute stay or exit survey with a private organizational access link.
- Respondents' anonymity, increasing psychological safety and response rates.
- Data collection and interpretation, with reduced biases.
- A top-line report highlighting significant data points.
- Recommendations based on organizational responses.
- AI-generated insights for analyzing and interpreting data.
- Visualization of data results for easy understanding.
- Practical implementation for recommendations specific to the organization.
- Information on industry norms and trends.
- Addresses possible barriers.

Small

Less than 49 employees

\$125 per employee

Medium

Between 50 and 250 employees

\$100 per employee

Large

More than 250 employees

\$75 per employee

Enterprise

More than 450+ employees

custom pricing available

Stay and exit interviews purchased together, are provided a discounted rate.

Our stay & exit interviews serve the following areas without creating extra work for the HR Department:

- Employee Experience
- Talent Acquisition
- Understanding Employee Motivation
- Performance Improvement
- Succession Planning
- Culture Enhancement
- Organizational Growth
- Brand Reputation
- Continuous Improvement
- Proactive Problem-Solving

Diligent Data Services LLC & Joelle Monaco Consulting LLC

Get Started Today

Click [here](#) to access our inquiry page or scan the QR code

