



Stay Interview Questions

CURRENT ROLE

- What are the things you like about your job?
- What would you like to change about your job?
- What makes for a great day at work? What keeps you motivated and excited about coming to work?
- Do you feel you have input and are involved in your work? Are you able to make decisions affecting your work?
- What can we do differently to best assist you and make your job more satisfying and rewarding?

TRAINING & DEVELOPMENT

- What are your career goals and do you feel supported in them?
- What is something we could do to better apply your talents and expertise?
- What opportunities would you like for job-related training and professional growth?

RELATIONSHIPS

- What do you like about the relationship between you and your supervisor?
- What would improve the relationship between you and your supervisor?
- What do you like about the relationship between you and your coworkers?
- What would improve the relationship between you and your coworkers?

CULTURE

- How would you describe the culture on the farm? What is it like to work here?
- What things should we continue to do on the farm?
- What things should we stop doing, or do less of, on the farm?
- What things should we start doing, or do more of, on the farm?
- How is communication on the farm? Amongst your team, between teams, between managers and teams? How could it be improved?
- How do you feel the farm handles poor performers?
- Has something caused you to consider leaving? Has it been resolved?

COMPENSATION / BENEFITS

- Are you satisfied with your compensation and benefits (healthcare, insurance, vacation/sick, retirement plan)?
- Are you satisfied with the workplace flexibility offered by the farm?
- What kind of recognition would be meaningful for you?

- Is there anything else (concerns, comments, questions) I should know about? What is the last 10% you need to share with me and I just haven't asked the right question?



Performance Appraisal

Please evaluate this manager by marking an "X" in the box that best indicates their performance. Provide additional comments on these items in Questions 1-3 below.

		CORE VALUES					PERFORMANCE ASSESSMENT		
JOB RESPONSIBILITIES	DESCRIPTION	EFFICIENT	PROGRESSIVE	INTEGRITY	CUSTOMER WOW!	STEWARDSHIP	Needs Improvement	Meets Expectations	Exceeds Expectations
Dependable	Consistently shows up to work on time	+		+		+			
	Demonstrates a good work ethic	+		+		+			
	Consistently responsible and accountable	+		+		+			
	Consistently exceeds expectations with excellent results	+	+			+			
Plan Thoroughly	Establishes well thought out plans	+	+			+			
	Prioritizes work well	+				+			
	Works efficiently minimizing idle time and waste	+	+	+		+			
Make Sound Decisions	Analyzes issues and uses sound judgment	+	+	+					
	Pays attention to details and does it right the first time	+				+			
Improve Processes / Results	Works to maximize production and quality	+	+			+			
	Standardizes current processes	+							
	Eagerly embraces new processes		+						
	Demonstrates initiative and looks for continuous improvement opportunities	+	+			+			
	Drives flawless execution	+				+			
	Improves results	+	+			+			
Positive Communication Skills	Communicates clearly	+				+			
	Freely asks questions, shares ideas and collaborates/cooperates with team		+	+		+			
	Proactively seeks and accepts constructive feedback and crucial conversations	+		+					

	Consistently honest and trustworthy			+	+			
Foster Teamwork	Listens to others			+	+	+		
	Builds relationships.			+	+	+		
	Works well with a variety of people and treats all with respect			+	+			
	Fixes problems/processes rather than blaming someone.	+	+	+				
	Flexible and adapts easily to change		+		+			
	Works to develop oneself			+		+		

1. Positive contributions you bring to the operation are:

2. Areas where you've improved during the past year are:

3. Areas for growth and improvement in the coming year are:

4. Other topics for consideration, and feedback for us as an employer.