

## Tools for Retention Interview Questions

### Internal Interviews

1. What do you find most satisfying about your work here?
2. Do you have mentors or advocates? If yes, estimate the number and describe how have they supported you?
3. Do you feel like you've had the same access to career-enhancing opportunities and assignments as your peers?
4. Do you feel you have access to inside information that's necessary to succeed in your role that others have access to?
5. Do you feel your work and contributions are recognized and valued by your team and the company?
6. Do you feel that **{company name}** gives you what you need to succeed?
7. Do you see a path forward here?
8. Are there ways that your experience or others' experiences could be improved?
9. Do you feel like **[company name]** has invested in you?
10. Do you feel that gender, race, or any other social identity impacts an individual's ability to advance here?
11. Are there any particular policies, processes or policy gaps that you'd like to see changed/addressed?
12. On a scale of 0-10 with 0 being not at all likely and 10 being extremely likely: How likely is it that you would recommend working here to a friend or colleague?
13. Is there anything else you'd like to share that we haven't discussed today?

### Post-exit interview questions

1. What prompted you to begin searching or to interview for other opportunities?  
OR What prompted you to retire?
2. Do you feel **[company name]** gave you what you needed to succeed?
3. Did you feel your work and contributions were recognized by your team and the **[company name]**?
4. How would you describe the culture at **[company name]**?
5. Did you feel that you were asked to do more non-promotable work than other colleagues?
6. Did you feel that gender, race, or any other social identity impacts an individual's ability to advance at **[company name]**?
7. What suggestions do you have for **[company name]**? How could we improve?
8. Is there anything that would have changed your mind about leaving?
9. On a scale of 0-10 with 0 being not at all likely and 10 being extremely likely: How likely is it that you would recommend **[company name]** to a friend or colleague as a place to work?
10. Any additional comments/ideas that this interview has prompted for you or that you want to be sure are included in the final report?

This toolkit was created by Ice Miller LLP and modified for use on the Bias Interrupters website.