**Stay Interview Question Guide**

1. **Unit** 
   1. 12A
   2. 12C
2. **Years of service at AGH**

<1 yr 1-3 yrs 4-7 yrs 8-10 yrs 11-20 yrs 21-30 yrs 31-40 yrs > 40 years

1. **Level of education**

Diploma Associate Bachelors Masters Doctorate Other:

1. **What do you typically look forward to each day in your current nursing practice?**
   1. Autonomy
   2. Helping People/ Make a difference
   3. Leader
   4. Learning something new
   5. Patient Acuity/Skills
   6. Patient care
   7. Patient Interaction
   8. Team/Peers
   9. Other:
2. **Why do you stay in your current position?**
   1. Benefits
   2. Environment
   3. Hospital Culture
   4. Opportunities for Career Growth
   5. Physician Relationship
   6. Recognition/ Appreciation
   7. Salary
   8. Schedule
   9. Senior Leadership (Hospital)
   10. Shared Governance
   11. Supplies/Equipment
   12. Support
   13. Staffing/workload
   14. Team/peers
   15. Unit Culture
   16. Unit Leaders
   17. Other:
3. **How likely is it that you would recommend AGH as a place to work to a friend or colleague? Likert scale 1-10?**

1 2 3 4 5 6 7 8 9 10

1. **If you ever considered leaving us, what prompted it?**
   1. Family Reasons
   2. Professional Growth/Development
   3. Relocation
   4. Retirement
   5. School
   6. Travel
   7. Benefits
   8. Environment
   9. Hospital Culture
   10. Leader
   11. Physician Relationship
   12. Recognition/Appreciated
   13. Salary
   14. Schedule
   15. Staffing/workload
   16. Stress/Burnout
   17. Supplies/Equipment
   18. Team/Peers
   19. Unit Culture
   20. Other:
2. **Based on the previous question and your answers do you have any suggestions for improvement?** 
   1. I have no suggestions
   2. Other:
3. **How long did it take you to complete the interview**
   1. < 10 Minutes
   2. 11-20 Minutes
   3. 21-30 Minutes
   4. >30 Minutes