

Stay Interview Process Description

What is it? It is a questionnaire and interview process focused on **individual provider job satisfaction**. The reason to conduct the interview is to identify both positive and negative issues impacting job satisfaction. From this we can work to further enhance those things that are working well and address those items that can be improved to prevent job separation. The issues should be brought up with the intent of seeking awareness and solutions to the issues.

If for other reasons a provider's departure from the organization is likely, we will have open communication and advanced knowledge to support our recruitment efforts to limit or minimize disruptions in patient care.

Intended outcomes:

Retention of provider staff
Improved communication between providers and administration
Improved job satisfaction for providers
Improved partnership in problem resolution

What it is not:

The Stay Interview process is not intended to be an all inclusive survey of job satisfaction, but rather a focused survey. We want to be solution oriented within the items that effect your day to day work environment. If pronounced dissatisfaction in your job or work environment is encountered we will direct you to appropriate organizational channels to further address these issues.

Confidentiality:

Because the goal of this process is intended to improve retention and job satisfaction, items that providers are not comfortable sharing, should NOT be shared in this process. As sharing issues with individuals that are not in a position to work on them does not move this process forward.

We are currently working on opportunities to provide anonymous feedback to administration through an anonymous online survey tool called Survey Monkey.

Provider Stay Interview Questionnaire

How do you like to be addressed during your work day?

What is working well for you currently?

What makes for a Great day at work?

What would you like to change about your Job/position?

Do you feel supported in your career and personal goals? If no, what can we do better? If so, what are we doing right that we must continue?

What career interest do you have that we can help support?

Do you feel that the medical director and Valley-Wide as an organization recognize your contribution and effort? If not, how can we improve in this area? How do you like to be recognized and appreciated?

How do you feel members of clinical leadership and administration interact with each other? How about with other organizations and committees?

Do you feel our organization is trustworthy? How can we develop trust with you and other providers?

What keeps you motivated in your career and work day to day?

What de-motivates you?

What keeps you satisfied in your career with Valley-Wide? What would continue to ensure your satisfaction in your current position?

What do you do best in your role as a provider? Do you get to do this as much as you "want"?

What are your short-term goals (within the next 12 months)?

A. Career:

B. Personal:

What are your long-term goals (12 to 36 months)?

A. Career:

B. Personal:

What do you need from our organization to help you accomplish these goals?

A. Career:

B. Personal:

What do you need from our organization to perform your job to the best of your ability?

