

Ethos

Good Stories. Good People. Good Business.



Cars

Are zero emission cars really as clean as they sound? Two experts explore the true meaning of the term, and look to the future of electric cars.

Carrier bags

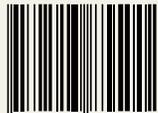
It's two years since the plastic bag charge was introduced in the UK. We explore the implications of single use carrier bags, and the best alternative.

Cost of clothes

What is the true cost of the clothes we wear? With the rise of the conscious consumer, how long will it be before fast fashion falls out of fashion?

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Staff arrival and exit interviews

An exit interview can be a quality experience for both the employer and soon to be ex-employee. It's a learning opportunity for all; a time to value the work undertaken, and a chance for the organisation to gain useful insights. At a recent advanced Appreciative Inquiry course with NHS colleagues involved in the Learning from Excellence (LfE) programme, an idea emerged suggesting arrival interviews as well as exit ones. A possible arrival interview would provide insight into the staff member, and gather useful information for future staff development

Following are some useful interview questions for both arrival and departure.

Arrival interview

Make this interview as informal and welcoming as you can. Start with welcoming them to the team and express the interview's informality. Adapt the following questions to best suit your company/ organisation:

1. What are the best skills and experience you can contribute to our work?
2. What is most important for you in this role?
3. What do you think will be your biggest challenge working with us?
4. What can we do together to make you feel valued within the job?
5. What can we do to make this job a valuable experience for you?
6. When you leave what will you have hoped to have achieved?
7. When you leave what will we have learnt from you?

Exit interviews

These need to be semi-formal, with a clear view of the purpose to thank, learn from, and value the employee contribution

1. Tell us about a time/experience you felt proud and effective in the team.
2. Tell us about a time you felt valued and respected.
3. What have you enjoyed about working here with us?
4. Where do you think you have made a difference?
5. What has been your best contribution?
6. What have you learnt during your time with us?
7. Is there any important advice you would like to give us?
8. Is there anyone you would like to thank and haven't already?

For both the arrival and exit interviews you can ask additional questions about the value and importance of the interview process. In the case of the arrival interview have a follow up conversation six months into the role to check out how things are going. Finally, do not forget to formally thank the person for their work and contribution.

Thanks to the Learning for Excellence course participants for their suggestions.