



**We Improve Productivity
Through People.**



STAY Inventory Assessment Report

Candidate: Calvin Martinsen

Date: 11/25/2008



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	Low	Below Average	Average	Above Average	High
Agreeableness				◆	
Conscientiousness				◆	
Emotional Stability				◆	
Long Tenure			◆		
Risk Aversion			◆		
Stability		◆			
Work Drive		◆			



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Employee turnover is a reflection of many different factors. Some are internal to the company, for example: low wage scale, problems in the organizational culture or difficult working conditions.

There are other factors that impact turnover and they reside within the individual employees -- factors such as a casual attitude about work, being easily annoyed or offended, unwillingness to work certain hours, poor motivation, resistance to supervision, inability to follow to company rules. These are things that influence turnover most in the first year of employment.

The STAY inventory evaluates a number of factors that people with bring them to the job that influence their retention potential for a year -- personality traits and attitudes about work.

- A **High** score indicates that this person has a high potential for staying with your company for a year.
- A **Moderate** score indicates that this person has a moderate potential for staying with your company for a year.
- A **Low** score indicates that this person has a high potential for not being able to stay with your company for a year.



In addition to using the suggested interview questions on the next page, Resource Associates can also offer other services to address turnover such as supervisor training, focus groups, exit interviews, employee attitude surveys.



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Suggested Interview Questions

- Tell me why you feel this job would fit well with your interests and your lifestyle. *(Listen for past comments that reflect an awareness of what he or she is getting into by accepting a job at your company.)*
- Can you work overtime? When / when can you not?
- What kind of problems would arise when you have to work _____ shift(s)?
- A few people come into a job with the idea of staying there the rest of their lives. How long do you think you will stay with this company?
- What unforeseen problems do you think might crop up that would make you quit your job?
- Do you have to depend on other people to get to work regularly? In what way do these other people impact your availability for work? *(Listen for indications that this person has a reliable way of getting to work.)*
- Would you say you want a job for a paycheck or a job where you can make a name for yourself and move up in the company? If you come to work for this company, what do you expect will happen with regard to your career over the next 1-2 years. Hopefully, the person has reasonable expectations of the type of promotions or pay raises that are available at your company so they won't be disappointed by unmet expectations.

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