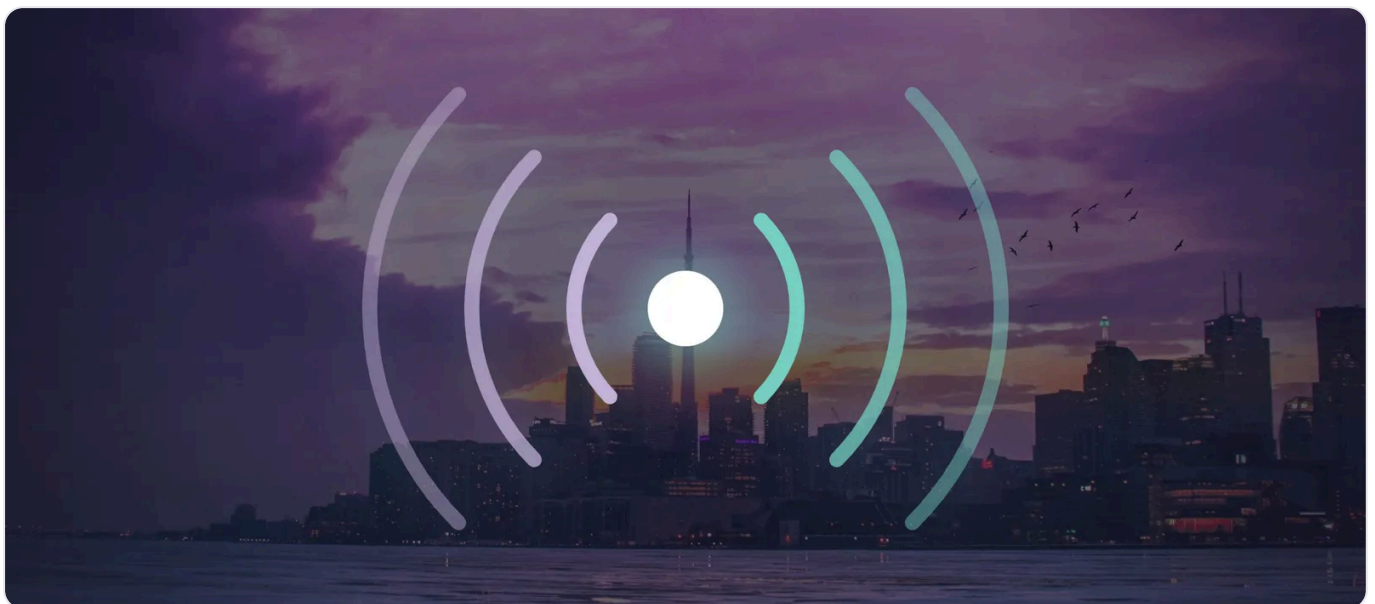


PRESS

Toronto Star: Canadian companies adopt 'stay interviews' as workers rethink careers, needs

Canadian companies, including Sensei Labs, are increasingly adopting "stay interviews" as a proactive approach to prevent employee turnover and enhance job satisfaction.

Sensei Labs May 31, 2023



Our very own Tara Vanderloo, Chief Experience Officer, was interviewed by the Toronto Star on our practice of conducting stay interviews with our team. Here's a summary of the article:

Canadian companies are increasingly adopting "stay interviews" as a proactive approach to prevent employee turnover and enhance job satisfaction. These interviews, designed to gauge employee concerns, have grown in popularity during the COVID-19 pandemic as workers began rethinking their careers, priorities, and work-life balance. Companies such as [Sensei Labs](#) and [Security Compass](#) began using the practice to better understand employee needs, particularly after noticing trends during the Great Resignation.

Tara Vanderloo, Chief Experience Officer at Sensei Labs, explains that these one-on-one meetings aim to understand employee perspectives before they consider leaving. Vanderloo engages her team by asking if they've been contacted by recruiters or whether they've contemplated leaving. This approach, introduced at Sensei Labs in late 2021, resulted in actionable insights, helping the company retain talent during a period marked by widespread job exits.

The COVID-19 pandemic triggered major shifts in how people approach their careers, with many seeking flexibility, growth opportunities, and more support from employers. Stay interviews have been pivotal for companies like Sensei Labs in responding to these shifts. For example, Sensei Labs continues to conduct quarterly happiness surveys and has opted against mandating strict return-to-office policies, giving employees flexibility in where and when they work. In response to employee feedback, they also piloted a four-day work week, which received overwhelmingly positive responses. Employees expressed how the extra day off has allowed them to better manage personal tasks, care for children, and pursue hobbies, improving their overall work-life balance.

Overall, stay interviews represent a valuable tool for companies to improve employee retention, foster open communication, and create more satisfying work environments. By addressing employee needs proactively and transparently, companies like Sensei Labs and Security Compass are better positioned to navigate the evolving demands of the modern workforce. However, the success of these interviews hinges on employers' willingness to take employee feedback seriously and make meaningful changes where possible.

Read the original article on The Toronto Star website: [Canadian companies adopt 'stay interviews' as workers rethink careers, needs](#)

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getconductor.com/resources/toronto-star-canadian-companies-adopt-stay-interviews-as-workers-rethink-careers-needs



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