

Exit Interview Questionnaire

Reasons for Leaving

- Why did you begin looking for another job?
 - If you could change anything about the organization, what would you choose?
 - Did you voice your concerns to anyone else at the company?
-

Employee Experience

- Did you think your work goals and responsibilities were clear?
 - Did you feel you had all the resources you needed to do your best work here?
 - What did you think of the way you were managed?
 - Did you receive frequent, constructive feedback from your manager and peers?
 - What benefits or programs did you feel were missing from the organization?
 - How would you describe the culture of our company?
 - What did you appreciate most about working here?
 - Is there anything we could have done to make you want to stay?
-

Looking Ahead

- What are the biggest risks for our company that you see?
- What advice would you like to give to your team? To the executive team?
- What would make this a better place to work?
- Would you ever consider working here again? Would you recommend others apply for a position here?

Exit Interview Questionnaire

Name: _____

Department: _____

Position: _____

Interview Date: _____

Reasons for Leaving

Why did you begin looking for another job? _____

If you could change anything about the organization, what would you choose? _____

Did you voice your concerns to anyone else at the company? _____

Employee Experience

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Did you feel you had all the resources you needed to do your best work here? _____

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Employee Experience, cont.

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What benefits or programs did you feel were missing from the organization? _____

How would you describe the culture of our company? _____

What did you appreciate most about working here? _____

Is there anything we could have done to make you want to stay? _____

Looking Ahead

What are the biggest risks for our company that you see? _____

What advice would you like to give to your team? To the executive team? _____

What would make this a better place to work? _____

Would you ever consider working here again? Would you recommend others apply for a position here? _____
