

Exit survey

For people leaving the organization. Send it in the last week, or shortly after the last day.

Your answers help us improve for the people who stay. They are reported only in groups of 5 or more and are not shared with your manager as individual answers. It takes about 10 minutes.

Reasons for leaving

What is the main reason you decided to leave?

When did you first start thinking about leaving?

Was there a specific event that made you decide?

What did you hope to find in a new role that you did not have here?

Did you raise any concerns before deciding to leave? What happened?

What could we have done to keep you?

Role and workload

How much do you agree with each statement?

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. My job matched what I was told it would be when I was hired.	☐	☐	☐	☐	☐
2. My workload was manageable.	☐	☐	☐	☐	☐
3. I had the tools and resources to do my job well.	☐	☐	☐	☐	☐
4. My role used my skills and strengths.	☐	☐	☐	☐	☐
5. My responsibilities were clear.	☐	☐	☐	☐	☐

Manager and team

How much do you agree with each statement?

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. My manager gave me clear direction.	☐	☐	☐	☐	☐
2. My manager recognized my contributions.	☐	☐	☐	☐	☐
3. I could raise problems with my manager openly.	☐	☐	☐	☐	☐
4. I worked well with my team.	☐	☐	☐	☐	☐
5. I would be happy to work for my manager again.	☐	☐	☐	☐	☐

Growth and pay

How much do you agree with each statement?

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. I had opportunities to learn and grow.	☐	☐	☐	☐	☐
2. I understood how I could progress here.	☐	☐	☐	☐	☐
3. My pay was fair for my work.	☐	☐	☐	☐	☐
4. My benefits met my needs.	☐	☐	☐	☐	☐
5. I received regular feedback on my performance.	☐	☐	☐	☐	☐

Culture and values

How much do you agree with each statement?

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. I felt respected at work.	☐	☐	☐	☐	☐
2. The organization's values were reflected in how people behaved.	☐	☐	☐	☐	☐

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
3. I felt able to be myself at work.	☐	☐	☐	☐	☐
4. Senior leaders were honest with employees.	☐	☐	☐	☐	☐

Leaving and returning

How would you describe your overall experience working here?

What did you enjoy most about working here?

What should we change for the people who stay?

Would you recommend this organization to a friend as a place to work? Why or why not?

Would you consider returning in the future? What would need to change?
