

EXIT INTERVIEW QUESTIONS

Reasons for Leaving

- What are you leaving the company to do?
- What circumstances led you to start looking elsewhere for work?
- What was the biggest factor that led you to accept this new job or pursue your next step?
- What could have been done for you to remain employed here?

Job/Role

- What did you like most about your job? What did you like the least?
- What do you feel good about accomplishing in your job and in your time here?
- Do you feel you had the resources, training and support necessary to accomplish your job? If not, what was missing?

Management

- How would you describe the relationship with your manager?
- How could your manager have helped you more on the job?
- What improvements can you suggest to the organization, to your division/department or to your job (to make it easier, more challenging and more interesting)?

Company

- How would you describe our organizational culture?
- What do you like most about working here? What do you like the least about working here?
- What would you recommend to help us create a better workplace?
- Would you consider returning to this company if a position were available in the future?

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