



Exit Interview Questions

When completing this survey, please answer the questions honestly and completely. Your opinions are important.

Job Title:

Date of Hire:

Date of Separation:

Reason for Separation:

Which of the following factors is the most important factor in your decision to leave?

Career change

Opportunity to advance

Return to school or training

Type of work

Lack of Tools (including technology)

Wages

Benefits

Working conditions

Workload too high

Workload too low

Too much travel

Self-employment

Legal or other conflict (ethics, nepotism)

Lack of recognition

Family circumstances

Health reasons (my own, or someone else's)

Sexual or other harassment

Workplace threats or violence

My skills not used

Inadequate training

Commute or other work-related transportation issue

Parenting/elder care issues

Health/safety issues

Other:

Which of the following factors is the second most important factor in your decision to leave?

Career change

Opportunity to advance

Return to school or training

Type of work

Lack of Tools (including technology)

Wages

Benefits

Working conditions

Workload too high

Workload too low

Too much travel

Self-employment

Legal or other conflict (ethics, nepotism)

Lack of recognition

Family circumstances

Health reasons (my own, or someone else's)

Sexual or other harassment

Workplace threats or violence

My skills not used

Inadequate training

Commute or other work-related transportation issue

Parenting/elder care issues

Health/safety issues

Other:

Which of the following factors is the third most important factor in your decision to leave?

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Career change
Opportunity to advance
Return to school or training
Type of work
Lack of Tools (including technology)
Wages
Benefits
Working conditions
Workload too high
Workload too low
Too much travel
Self-employment

Legal or other conflict (ethics, nepotism)
Lack of recognition
Family circumstances
Health reasons (my own, or someone else's)
Sexual or other harassment
Workplace threats or violence
My skills not used
Inadequate training
Commute or other work-related transportation issue
Parenting/elder care issues
Health/safety issues
Other:

Please rate your former workplace in the following areas:

Fair treatment by management

Excellent Good Fair Poor
No Rating

Appropriate recognition on the job

Excellent Good Fair Poor
No Rating

Cooperation and teamwork

Excellent Good Fair Poor
No Rating

Resolving equal employment opportunity complaints

Excellent Good Fair Poor
No Rating

Employee development through training

Excellent Good Fair Poor
No Rating

Communications within your work unit

Excellent Good Fair Poor
No Rating

Benefits offered to employees

Excellent Good Fair Poor
No Rating

Pay or wages for employees

Excellent Good Fair Poor
No Rating

Opportunity for advancement

Excellent Good Fair Poor
No Rating

Access to information needed to do your job

Excellent Good Fair Poor
No Rating

Receptivity of management to your ideas

Excellent Good Fair Poor
No Rating

Distribution of workload

Excellent Good Fair Poor
No Rating

Resolving employment disputes/grievances

Excellent Good Fair Poor
No Rating

Consistent application of policies and practices

Excellent Good Fair Poor
No Rating

If you are leaving solely because of wages, what do you expect the difference to be between your former wage and your new wage?

- \$1 - 1,000 per month less
- No difference
- \$1 - 1,000 per month more
- \$1,001 - \$2,500 per month more

- \$2,501 - \$5,000 per month more
- More than \$5,000 per month more

If you are leaving because of your benefits package, what different benefits do you expect in your new position?

Before making your decision to leave, did you consider a transfer?

What action or change would have kept you from leaving?

What ideas would you share that would make the State of Alaska a better place to work?

Would you recommend the State of Alaska as an employer?

Yes No

If no, why not?

The following questions provide information helpful in performing statewide trend analyses. The information marked with a "*" is required.

* Location:

* Race/Ethnicity:

* Age:

* Gender:

If you would like your information to be forwarded to your previous department, please fill out the following information.

Division:

Position Number:

Supervisor Name: