Employee Exit Survey Questions

Most organizations have well-documented onboarding processes to ensure a new hire's transition into the company is smooth. But an employee's transition *out* of the company is equally important. In addition to running exit interviews, consider conducting exit surveys for departing employees. The insights gleaned might help address larger cultural issues and potentially mitigate future turnover.

The following survey questions cover issues ranging from employee enablement to manager effectiveness. Unless otherwise noted, these prompts should be rated on a Likert scale, meaning possible responses include **strongly disagree, disagree, neutral, agree, and strongly agree**.

Enablement and Training
- My role was described to me accurately before I joined this company.
- My onboarding experience helped prepare me for this role.
- I felt comfortable asking for help when I needed it.
- Overall, I had the tools and training needed to do my job effectively.

Responsibilities and Role Clarity
- My workload was reasonable given the expectations of this role.
- I was able to clearly see how my work contributed to our team's goals.
- I was able to clearly see how my work contributed to our company's goals.
- I was encouraged to innovate and try new things, even if they failed.

Employee Experience
- Overall, I looked forward to logging into work each day.
- I had the opportunity to develop professionally here.
- I was able to build meaningful relationships here.
- I was able to regularly disconnect from work.
- I felt like I belonged at this company.

Rewards and Recognition
- Giving praise and recognition is encouraged here.
- I received the right amount of recognition for my work.
- I was compensated fairly for my contributions.
- Overall, I was satisfied with this company's total rewards package (e.g., benefits, equity, bonuses, etc.)

Manager Effectiveness
- My manager communicated effectively and set clear expectations.
- My manager regularly provided me with constructive feedback.
- My manager took the time to discuss my career growth.
- I would consider working with my manager again.

Company Outlook
- This company is headed in the right direction.
- I would still recommend this company as a great place to work.
- I would consider returning to this company in the same role.
- I would consider returning to this company, but in a different role.

Open-Ended Questions
- Why are you leaving?
- Was there a specific moment or turning point that led to this decision?
- What did you find the most *rewarding* part of your experience here?
- What did you find the most *challenging* part of your experience here?
- If applicable, what would need to change here before you considered returning?
- How would you describe your experience working at this company in three words?
- Anything else you'd like to share?