



- ◆ Why have you decided to leave the company?

- ◆ Have you shared your concerns with anyone in the company prior to deciding to leave?

- ◆ Was a single event responsible for your decision to leave?

- ◆ What does your new company offer that encouraged you to accept their offer and leave this company?

- ◆ What do you value about the company?

- ◆ What did you dislike about the company?

- ◆ The quality of supervision is important to most people at work. How was your relationship with your manager?

- ◆ What could your supervisor do to improve his or her management style and skill?

- ◆ What are your views about management and leadership, in general, in the company?

- ◆ What did you like most about your job?

- ◆ **What did you dislike about your job? What would you change about your job?**

- ◆ **Do you feel you had the resources and support necessary to accomplish your job? If not, what was missing?**

- ◆ **We try to be an employee-oriented company in which employees experience positive morale and motivation. What is your experience of employee morale and motivation in the company?**

- ◆ **Were your job responsibilities characterized correctly during the interview process and orientation?**

- ◆ **Did you have clear goals and know what was expected of you in your job?**

- ◆ **Did you receive adequate feedback about your performance day-to-day and in the performance development planning process?**

- ◆ **Did you clearly understand and feel a part of the accomplishment of the company mission and goals?**

- ◆ **Describe your experience of the company's commitment to quality and customer service.**

- ◆ **Did the management of the company care about and help you accomplish your personal and professional development and career goals?**

- ◆ **What would you recommend to help us create a better workplace?**

- ◆ **Do the policies and procedures of the company help to create a well-managed, consistent, and fair workplace in which expectations are clearly defined?**

- ◆ Describe the qualities and characteristics of the person who is most likely to succeed in this company.

- ◆ What are the key qualities and skills we should seek in your replacement?

- ◆ Do you have any recommendations regarding our compensation, benefits and other reward and recognition efforts?

- ◆ What would make you consider working for this company again in the future? Would you recommend the company as a good place to work to your friends and family?

- ◆ Can you offer any other comments that will enable us to understand why you are leaving, how we can improve, and what we can do to become a better company?