

Employee Exit Interview

Questions to consider

1. Reasons for Leaving

- What prompted you to start looking for a new job?
- What is the primary reason you are leaving the company?

2. Job Satisfaction

- What did you like most about your job?
- Were your job responsibilities what you expected when you were hired?
- Did you feel your skills and abilities were fully utilized in your role?



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3. Work Environment and Culture

- How would you describe the company culture?
- Did you feel supported by your manager and team?
- Were there any issues with work-life balance?
- How do you think the company can improve its work environment?

4. Career Development

- Did you feel you had opportunities for career growth and advancement here?
- Were there sufficient opportunities for training and professional development?

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5. Compensation and Benefits

- Do you believe your pay was fair compared to similar roles at other companies?
- Were there any benefits you wish the company offered?

6. Management and Leadership

- Did you feel management communicated effectively with employees?
- Were there any issues with how management handled employee concerns?

7. Company Policies and Practices

- Were company policies clear and easy to follow?
- Were there any company policies or practices that you disagreed with?

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8. Suggestions for Improvement

- What changes would you suggest to make this a better place to work?
- What advice would you give to your replacement?

9. Future Considerations

- Would you consider returning to the company in the future?
- Would you recommend this company as a good place to work to others?

