



Employee Exit Interview Questions

Open the Exit Interview by Asking:

- *Why are you leaving?*
- *What prompted you to begin searching for a different job opportunity?*

Questions About the Job

1. What was the worst part of your job?
2. What was the best part of your job?
3. Do you think your job has changed since you were hired?
4. What would you change about your job?
5. Did you feel your achievements were recognized throughout your employment?

Questions About the Job Support

1. What's the hardest thing about working here?
2. Did you have all the tools, resources, and training you needed to succeed at your job?
3. Did you feel you received good learning and development opportunities?
4. Were you given clear goals and objectives?
5. Did you receive feedback to help you improve?
6. Did you share your concerns with anyone at the company?

Questions About the Employees' Supervisor/Manager

1. Were you comfortable talking to your manager?
2. Did you feel adequately supported by your manager?
3. Do you feel your manager gave you what you needed to succeed?
4. What things could your manager have done better?

Questions About the Company

1. Did you feel like a valuable part of the company?
2. What do we need to improve as a company?
3. How can we improve our training and development?
4. How would you improve employee morale?
5. Would you recommend our company to a friend looking for a job? Why or why not?

Final Insights

1. What does your new position offer that influenced your decision to leave?
2. Is there anything that would have changed your mind about leaving or convinced you to stay?
3. Would you ever consider returning to this company?

Close the Exit Interview by Asking for Final Comments:

- *Do you have any other issues you'd like to address or make any last comments about working here?*