



# ***EMPLOYER OF CHOICE***

## **“Post Exit Survey or Interview Guide...”**

This questionnaire is intended to help our company improve. You have left our company in the past year and we would like to find out more about that decision and how we compare to your new employer. There are several items in the questionnaire. We would like you to answer each item as openly and honestly as you can.



**SEQUUS**

Box 545 Winnipeg Beach, MB R0C 3G0

## The Post Exit Interview Survey

1. What can you tell us about your job with us that led to your decision to leave our company? Use the scale below to rate each of the following items.

	<b>Encouraged me to stay</b>				<b>Helped me decide to leave</b>	<b>NA</b>
	1	2	3	4	5	
Pay	1	2	3	4	5	
Benefits	1	2	3	4	5	
Hours	1	2	3	4	5	
Close to Home	1	2	3	4	5	
Communication	1	2	3	4	5	
Co-Workers	1	2	3	4	5	
Immediate Supervisors	1	2	3	4	5	
Recognition	1	2	3	4	5	
Challenging Work	1	2	3	4	5	
Promotion/Career Opportunities	1	2	3	4	5	
Senior Management	1	2	3	4	5	
Training and Development	1	2	3	4	5	
Stress	1	2	3	4	5	
Opportunity to balance work and non-work	1	2	3	4	5	
Respect for diversity	1	2	3	4	5	
Respect	1	2	3	4	5	

2. What aspects of your new job are better than your job here at our company? Use the scale below to rate each factor

	<b>Much Worse</b>		<b>About Equal</b>		<b>Much Better</b>	<b>N/A</b>
	1	2	3	4	5	
Pay	1	2	3	4	5	
Benefits	1	2	3	4	5	

Hours	1	2	3	4	5
Close to Home	1	2	3	4	5
Communication	1	2	3	4	5
Co-Workers	1	2	3	4	5
Immediate Supervisors	1	2	3	4	5
Recognition	1	2	3	4	5
Challenging Work	1	2	3	4	5
Promotion Opportunities	1	2	3	4	5
Senior Management	1	2	3	4	5
Training and Development	1	2	3	4	5
Stress	1	2	3	4	5
Opportunity to balance work and non-work	1	2	3	4	5
Respect for diversity	1	2	3	4	5
Respect	1	2	3	4	5

3. How important are the following reasons for leaving our company:

	Not at all Important 1	2	3	4	Very Important 5	N/A
Benefits	1	2	3	4	5	
Childcare	1	2	3	4	5	
Level of Pay	1	2	3	4	5	
Co-workers/team	1	2	3	4	5	
Family	1	2	3	4	5	
Inadequate equipment/ tools/ support	1	2	3	4	5	
Insufficient training	1	2	3	4	5	
Lack of action by my manager	1	2	3	4	5	
Lack of action by senior management	1	2	3	4	5	
Lack of job security	1	2	3	4	5	

Lack of promotional opportunities	1	2	3	4	5
Lack of recognition	1	2	3	4	5
Manager attitude	1	2	3	4	5
Work not challenging	1	2	3	4	5
Personal reasons	1	2	3	4	5
Poor communications	1	2	3	4	5
Poor working conditions	1	2	3	4	5
Reasons outside of job	1	2	3	4	5
Relocated/Moved	1	2	3	4	5
Work too stressful	1	2	3	4	5
Lack of balance between work and non-work	1	2	3	4	5
Lack of respect for diversity	1	2	3	4	5

Other Please Specify

1                      2                      3                      4                      5

**4. Would you consider returning to our company at any time in the future?**

Yes \_\_\_\_\_ No \_\_\_\_\_

**5. Do you have any comments or suggestions that might help us improve the way we manage/operate?**

**Thank you for your assessment and opinions. Your answers are entirely confidential.**