

- What caused you to start looking for a new job in the first place?
- Why have you decided to leave the company?
- Have you shared your concerns with anyone in the company prior to deciding to leave? What was the response?
- 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 our company?
- What did you dislike about our 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 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.
- 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?