

Sample Exit Interview Questions

Employers ask exit interview questions verbally or in questionnaire form. These days, it is not uncommon for exit interview questions to be in electronic questionnaire form on computers.

Responsible employers will use this information to improve their recruitment and retention policies. However, some believe this information is solely captured in case of future litigation from the ex-employee. It is for this reason that advice differs on how to handle an exit interview well.

Listed below are samples of the types of exit interview questions that employers commonly ask departing employees.

- What is your primary reason for leaving?
- Did anything trigger your decision to leave?
- What was most satisfying about your job?
- What was least satisfying about your job?
- What would you change about your job?
- Did your job duties turn out to be as you expected?
- Did you receive enough training to do your job effectively?
- Did you receive adequate support to do your job?
- Did you receive sufficient feedback about your performance between merit reviews?
- Were you satisfied with this organization's merit review process?
- Did this organization help you to fulfill your career goals?
- Do you have any tips to help us find your replacement?
- What would you improve to make our workplace better?
- Were you happy with your pay, benefits, and other incentives?
- What was the quality of the supervision you received?
- What could your immediate supervisor do to improve his or her management style?
- Based on your experience with us, what do you think it takes to succeed at this organization?
- Did any organization policies or procedures (or any other obstacles) make your job more difficult?
- Would you consider working again for this organization in the future?
- Would you recommend working for this organization to your family and friends?
- How do you generally feel about this organization?
- What did you like most about this organization?
- What did you like least about this organization?
- What does your new organization offer that this organization doesn't?
- Can this organization do anything to encourage you to stay?
- Before deciding to leave, did you investigate a transfer within the organization?
- Did anyone in this organization discriminate against you, harass you, or cause hostile working conditions?
- Do you have any other comments?