



California
Employers
Association™

FACT SHEET

SAMPLE EXIT INTERVIEW QUESTIONS

- What prompted you to decide to leave our organization?
- What did you enjoy most about working here?
- What did you enjoy least about working here?
- How were you supported by your immediate manager to achieve success?
- How would you describe your working relationship with your immediate manager?
- How has this company valued and recognized your contributions?
- Do you feel the compensation and benefits are competitive? If no, please explain.
- What could we have done to keep you here?
- What suggestions do you have for the company?
- What excites you the most about your new job?
- How would you rate the training you received for the job with our company?
- Did you have all the tools and resources to succeed here?
- Would you recommend our company to other job seekers? Why or why not?
- Did the job meet your expectations?
- Did you feel your opinion was valued at our company?
- How would you describe our company culture?
- What are the biggest risks for our company?
- Would you ever consider working here again?
- What advice would you like to give to your team?
- Did you think your responsibilities were clear? Did you know what was expected of you?
- Did you have clear progression goals to work towards?
- Did you receive frequent, constructive feedback from your manager?
- What benefits or programs did you feel were missing from the organization?
- How would you describe the perfect candidate to replace you?
- How has your job changed since you were hired?