

Sample exit interview questions:

- Why did you take this job?
- What is your main reason for leaving?
- What are the other reasons for leaving?
- What incident triggered your job search?
- What would you change about your job or this company?
- How was the job different from what you expected?
- What experience and skills have you gained from working at this company?
- How did you arrive at this decision?
- Is there anything we could have done in the days/weeks leading up to this that would have prevented you from leaving?
- What does your new job provide that we don't?
- What did you enjoy/dislike about your job?
- What responsibility would you have liked, that you were never given?
- What improvements would you suggest about your job/working conditions/management support?
- Would you recommend this company to family or friends? Why?
- Would you work for this company again?
- What have you liked about working with us?
- What have you disliked about working with us?
- What training would you have liked or needed that you didn't get?
- Is there adequate communication within this company/between departments?
- What do you think could be done to improve customer service?
- What suggestion would you make to improve working conditions, hours, shifts etc?
- Were you happy with how you were managed? If so, why? If not, why?
- Do you feel you received adequate feedback on your job performance?
- What examples of stupid/ridiculous can you point out?
- What things did the organization or management do to make your job more difficult/frustrating/unproductive?
- Is there any machinery/equipment that requires repair or upgrading?
- What's your take on employee morale?
- What can we do to retain our best people?
- What would it take to get you to change your mind and stay?
- Is there anything you'd like to add?