**Exit Interview Questions**

Employers can use the following example questions to create an exit interview questionnaire or as a script when conducting an in-person exit interview.

What factors contributed to your decision to resign?

What might have been done to prevent you from leaving?

What makes your new job more attractive than your present job?

How did you learn about the job opening for the new position you have accepted?

Why did you accept that job offer versus another?

How was your overall experience working for this company?

Would you consider returning to this company if a position were available in the future?

Would you recommend a friend or family member work here? Why or why not?

Were the duties and demands of this job described accurately during the interview process?

Were you given training to perform the job? How would you assess the quality of that training? What are some of the areas for improvement?

Were you own expectations for the job met?

How would you describe our workplace environment to someone considering working here?

What improvements do you suggest to make this job better, more challenging and/or more interesting?

Were you and your supervisor able to work together effectively?

What kind of feedback did you receive from your supervisor and how frequently?

How could your supervisor have helped you more on the job?

How would you describe your supervisor’s management style?

How would you describe the management style of your division head?

How would you describe the management style of the organization overall?

What do you like most about working here?

What do you like the least about working here?