



EXIT INTERVIEW GRID

The purpose of the exit interview is to obtain information on the reasons for leaving in order to improve management practices and staff retention.

Considering that the relationship with the manager may be one of the reasons for the departure, it is recommended to choose a neutral person to meet with the employee. If you do not have an internal advisor, contact us to inquire about our exit interview service.

EMPLOYEE INFORMATION

- Field
- Job Category
- Length of Employment
 - Less than a year
 - 1 to 2 years
 - 2 to 4 years
 - 4 to 10 years
 - More than 10 years

NEW JOB INFORMATION

How did you find your new job?

Job posting website
Referrals from an acquaintance or friend
Referrals from a family member
Placement agency
Headhunters
Other, specify :



How long have you been actively looking for another job?

- Less than a month
- One to three months
- Three months to a year
- More than one year
- Offer without job search
- Not applicable

When did your intention to leave the company become clear?

- Less than a month ago
- One to three months ago
- Three to six months ago
- Six months to a year ago
- More than one year ago

REASONS FOR LEAVING

Which of the following reasons caused you to decide to leave?

- | | |
|---|-----------------------------------|
| Workload | Dissatisfaction related to salary |
| Work climate | Lack of internal advancement |
| Work-life balance | Lack of recognition |
| Difficulty of adaptation and/or integration | Lack of resources and tools |
| Distance between work and home | Lack of feedback |
| Divergence of culture and values | Nature of the work |
| Commuting time | Nature of benefits |
| Physical work environment | Relationship with manager |
| End of studies | Relationship with colleagues |
| Frequency of travel | Reorientation |
| Incapacity | Return to school |
| Task dissatisfaction | Perceived usefulness of the work |
| Other : | |



Have you discussed the above with your manager or another supervisor? If so, how often and in what context?

What decisive factors would have made you stay with your employer?

FEEDBACK ON THE EMPLOYER AND THE JOB

What do you think of the support you received from your employer

- Excellent
- Good
- Average
- Poor

Did you have all the tools to do your job? Which ones were you missing?

- Yes
- No



Would you recommend your employer to potential candidates?

Yes

Yes, with caution

No

In your opinion, what were the strengths of your employer?

What did you like the most about your job?

Would you consider going back to work for your employer in the future? For what type of position?

Yes

No

Under certain conditions



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COMMENTS OR SUGGESTIONS

GET ADVICE FROM OUR EXPERTS

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