




NAME			
<b>1.</b>	<b>Please describe the primary reason(s) you are leaving your current position.</b>		
<b>2.</b>	<b>If you were a member of senior leadership, what changes would you make?</b>		
<b>3.</b>	<b>Did dissatisfaction with any of the following factors influence your decision to leave?</b>	<b>YES</b>	<b>NO</b>
	Type of work		
	Working conditions (setting, schedule, travel, flexibility)		
	Pay		
	Supervisor		
	Location		
	Cost of living in area		
	Commute		
	<i>Additional comments</i>		

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<b>4. Please rate the following aspects of the job you are leaving. Check the box that fits after the statement.</b>						
						
	<b>1 Very Poor</b>	<b>2 Poor</b>	<b>3 Fair</b>	<b>4 Good</b>	<b>5 Excellent</b>	
Company's commitment to your safety / training						
The quality of the training you received						
Type of work you performed						
Fairness of your workload						
Wage						
Working conditions						
Condition of the tools and equipment the company provided						
Your co-workers						
The supervision you received						
Your level on input in decisions that affected you						
<b>5. Please rate your supervisor. Check the box that fits after the statement.</b>						
						
	<b>1 Never</b>	<b>2 Seldom</b>	<b>3 Often</b>	<b>4 Usually</b>	<b>5 Always</b>	
Commitment to my safety						
Gave usable performance feedback						
Recognized accomplishments						
Clearly communicated expectations						
Treated you fairly and respectfully						
Coached, trained, & developed you						
Provided leadership						
Encouraged teamwork & cooperation						
Resolved concerns promptly						
Listened to suggestions & feedback						
Kept employees informed						
Supported work-life balance						
Provided appropriate & challenging assignments						

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<b>6. Please rate the following aspects of our company. Check the box that fits after the statement.</b>						
		 <b>1 Very Poor</b>	 <b>2 Poor</b>	 <b>3 Fair</b>	 <b>4 Usually</b>	 <b>5 Always</b>
	Recruitment process					
	New employee orientation					
	Training opportunities					
	Career development opportunities					
	Employee morale					
	Fair treatment of employees					
	Recognition for a job well done					
	Support of work-life balance					
	Cooperation within the agency					
	Communication between management and employees					
	Performance and development planning and evaluation					
	Interest and investment in employees					
	Commitment to safety					
	Commitment to customer service					
	Concern with quality and excellence					
	Administrative polices/procedures					

<b>7.</b>	<b>Would you recommend this company to others as a place to work?</b>	<b>YES</b>	<b>NO</b>
	<b>Why or why not?</b>		

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<b>8.</b>	<b>What, if anything, could have been done to keep you from leaving?</b>
<b>9.</b>	<b>Do you have any other comments or suggests? If so, please share them.</b>
<b>10.</b>	<b>Would you be willing to discuss you exit further? How would you like to do that?</b>

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