

# The Post-Termination Process: 15 Questions to Ask during the Exit Interview



Giving departing employees the chance to express their feelings about their work experience and your organization is a great way to identify hidden problems that may be impairing your recruitment and retention efforts, not to mention morale and productivity. Here are 15 crucial questions to ask during the interview.

1. Why are you leaving the company?
2. What, if anything, could we have done to keep you from leaving?
3. What was the best part of your job?
4. What was the worst part of your job?
5. If a friend or family member was looking for a job, would you recommend ABC Company? Why or why not?
6. Was your job satisfying and personally and professionally rewarding?
7. Did you get the support and resources you needed to succeed?
8. Did the company do a good job of using your skills and abilities?
9. Did your supervisor treat you fairly?
10. Did you understand what was expected of you and, if so, were those expectations fair?
11. Were you paid fairly?
12. Were you satisfied with the benefits package?
13. Were you satisfied with the work environment?
14. What else, if anything, could we do to make the company a better place to work?
15. Is there anything else you'd like to say or that you think we should know?