

Exit Interview Question Bank

Questions that actually surface why someone is really leaving, not just the polite version.

Understanding Their Decision

1. What was the deciding factor in your choice to leave?
2. Was there a specific moment or event that made you start looking elsewhere?
3. What would have needed to change for you to stay?

Understanding Their Experience

1. How would you describe working here to a friend, honestly?
2. Did you feel like you had what you needed to do your job well?
3. How was your relationship with your direct manager?

Understanding The Role Itself

1. Did the role match what you expected when you were hired?
2. What parts of the job took up more time than they should have?
3. Is there anything about how this role is set up that should change for the next person?

Understanding The Bigger Picture

1. Were there things happening on the team or in the company that concerned you?
2. Is there anything you didn't feel comfortable raising while you were here?
3. What's one thing we should absolutely keep doing?

Closing

1. Is there anything else you want us to know that we haven't asked about?
2. Would you consider working here again in the future?