

# Exit Surveys

**Statement Bank**

December 2017

## Agenda Consulting Exit Survey Statement Bank

	Section	Response Options
	<b>Recruitment and induction</b>	
	My job was presented accurately at the recruitment stage	SA, A, N, D, SD
OC6	My induction gave me a good understanding of the organisation	SA, A, N, D, SD
	<b>Experience in the organisation</b>	
OV3	I saw this organisation's values being acted out in practice	SA, A, N, D, SD
OC3	This organisation practised open, honest communication and shared information	SA, A, N, D, SD
OC4	I felt able to openly express my ideas and opinions	SA, A, N, D, SD
L3	I trust and respect the leadership group in this organisation	SA, A, N, D, SD
MM1	I trust and respect my manager	SA, A, N, D, SD
MP1	I received regular, timely feedback that helped me improve my performance	SA, A, N, D, SD
OR3	I received prompt acknowledgment and recognition for doing good work	SA, A, N, D, SD
OE5	I was able to achieve a good work life balance	SA, A, N, D, SD
P1	I was badly treated or bullied at work	SA, A, N, D, SD
OR1	I was rewarded fairly for the contribution I made in my particular job	SA, A, N, D, SD
OD3	This organisation helped me acquire skills and knowledge that will benefit my future career	SA, A, N, D, SD
OD4	This organisation provided me with good prospects for promotion or advancement	SA, A, N, D, SD
RCA1	I was given the training necessary to do my job effectively	SA, A, N, D, SD
	I was happy with the extent to which I was challenged in my job	SA, A, N, D, SD
RM2	The work that I do gives me a feeling of personal achievement	SA, A, N, D, SD
RCA3	My job allowed me to make good use of my skills and experience	SA, A, N, D, SD
RCL1	I was clear about the objectives I needed to achieve	SA, A, N, D, SD
E2	I would wholeheartedly recommend this organisation as a good place to work	SA, A, N, D, SD

<b>Reasons for leaving</b>	
Why are you leaving?	Choosing to leave
	Redundancy
	End of contract
	Retirement
	Dismissal
	Ill health/injury
Have you worked here for:	Longer than you expected when you started
	About the same as you expected to when you started
	Shorter than you expected when you started
For how long have you been thinking about leaving?	< 1 month
	1-3 months
	4-6 months
	7-12 months
	>1 year
Why did you start thinking about leaving? Please choose up to 4	Change of career
	Career break
	Desire to relocate
	Return to education
	Commute too long
	Too much travel
	Salary too low
	Insufficient benefits
	Rota/shift patterns
	Lack of flexible working
	Not able to have a good work life balance
	Not able to balance work and family commitments
	Not able to develop my skills
	Not able to progress in my career
	Role was not interesting
	Too much bureaucracy
	Relationship with manager
	Relationships with colleagues
	Other (please specify)

	<b>The Future</b>	
	Are you moving to a new job?	Yes
		No
		Self employed
		Returning to education
	If you are moving to a new job, in which sector is your new role?	Third Sector
		Public Sector
		Private Sector
	Is your new role:	More senior than your current position
		At a similar level to your current position
		More junior than your current position
	Is your new salary:	Higher than your current salary
		Similar to your current salary
		Lower than your current salary
	<b>Open Questions</b>	
	What has been the best thing about working in this organisation?	
	What could we have done differently that would have affected your decision to leave?	

## Demographics

Which directorate/department/ programme/team do you work for?	Organisation-specific options
What is your role?	Organisation-specific options
Management level	Senior Management
	Management
	Non-management
Length of service:	Less than 1 year
	1 - 3 years
	3 - 5 years
	5 - 10 years
	More than 10 years
Age	Less than 25 years
	25 - 34
	35 - 44
	45 - 54
	55 or over
Gender	Male
	Female
Ethnicity	Asian or Asian British
	Black or Black British
	Chinese or Other Ethnic Group
	Mixed & Dual Heritage
	White or White British
Do you consider yourself to have a disability?	Yes
	No
Do you work:	Full time
	Part time
How would you describe your contract type?	Permanent
	Fixed Term
	Temporary
	Zero Hours