

EXIT INTERVIEW SURVEY

The information below is being gathered for the purpose of improving Southern Health-Santé Sud as a place to work and to address retention issues in a specific facility/site/program within Southern Health-Santé Sud.

Employee Name: _____ Date of Hire: _____ Facility/Site/Program: _____

Manager Name: _____

Section	Question #	Question	Strongly Agree	Agree	Disagree	Strongly Disagree
Company & Culture	1	The organization was a great place to work.				
	2	There was good morale in the organization.				
	3	There was good morale in my department.				
	4	The organization's policies and procedures were fair.				
	5	I understood how the organization operated.				
	6	I understood how my department operated.				
	7	The organization met my expectations.				
Management	1	My manager was accessible and approachable.				
	2	Managers communicated with employees on a timely basis.				
	3	Managers treated employees fairly.				
	4	Managers treated employees with respect.				
	5	Managers understood my role.				
	6	Managers promptly addressed problems.				
Position	1	I was given enough information about the organization.				
	2	I was given enough information about my department.				
	3	I was given enough information about the job.				
	4	I received adequate training for my position.				
	5	I was provided with the resources required to do my job.				
	6	The job was challenging.				
Recognition & Growth	1	I had the authority to make decisions relating to my job.				
	2	I received regular feedback about my job performance.				
	3	My opinion was valued and seemed to have an impact.				
	4	I was able to fully use my skills and knowledge.				
	4	I had the opportunity to learn new skills.				
Working Conditions	1	I had the opportunity for career advancement.				
	2	The organization provided a safe work environment.				
	3	I had a good working relationship with my co-workers.				
	4	I had a good working relationship with my manager.				
	5	I was satisfied with my schedule and work life balance.				

Section	Question #	Question	Strongly Agree	Agree	Disagree	Strongly Disagree
Ethics & Honesty	1	Hard work at this organization was recognized and rewarded.				
	2	Ethical and honest behaviour was displayed in the work place.				
	3	The workplace was free of harassment.				
	4	The workplace was free of discrimination.				
Leaving Attitude	1	Would you return to the organization if the opportunity arose?	<input type="checkbox"/> Yes <input type="checkbox"/> No			
	2	Is there anything we could have done to keep you?	<input type="checkbox"/> Yes <input type="checkbox"/> No			
		Please explain:				
Additional Comments:						

Was your decision to leave South Health-Santé Sud influenced by any of the following?

- | | |
|--|---|
| <input type="checkbox"/> Benefits | <input type="checkbox"/> Relocation |
| <input type="checkbox"/> Better Job Opportunity | <input type="checkbox"/> Return To School |
| <input type="checkbox"/> Child Care | <input type="checkbox"/> Self -Employment |
| <input type="checkbox"/> Family / Personal Circumstances | <input type="checkbox"/> Stress Of Job |
| <input type="checkbox"/> Health | <input type="checkbox"/> Supervision |
| <input type="checkbox"/> Not Enough Shifts/Hours | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Rate Of Pay | <input type="checkbox"/> Type of work |
| | Other: (Please Explain) |

Permission to share this information to ensure Southern Health-Santé Sud remains as healthy as can be: Yes No

Signature: _____

Date: _____

Please complete and return this survey by email or mail in confidence to:

Vice President Human Resources
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ExitInterviews@southernhealth.ca