

Exit Interview Questions From AIHR

A practical question bank to help HR gather honest feedback from departing employees.

WHAT'S INSIDE

01

Questions to understand why employees decide to leave.

02

Prompts on the role, responsibilities, manager and team experience.

03

Questions covering compensation, workload culture and career growth.

04

Final questions to improve employee experience and offboarding

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AIHR's certificate programs give HR pros the practical playbooks behind templates like this one. Explore the preview lesson for free.

FEATURED VIDEO LESSON

Learn How To Run Better Exit Interviews With AIHR

Want to make exit interviews more useful? Preview a lesson from AIHR's **HR Generalist Certificate Program** in order to:

- Understand how to use offboarding feedback to improve HR processes and practices
- See what learning with AIHR looks like.



[PREVIEW LESSON](#)

Exit Interview Questions Template

The right exit interview questions help organizations collect information about the employees' experiences with the company and their reason/s for leaving. Implementing this feedback can improve the organization's overall business decisions, policies, and workplace culture.

From a practical point of view, it's good to keep in mind that:

- It's best to have a neutral third party, like someone from the HR department, to hold the exit interview since employees may not always have a great relationship with their manager.
- Employees remember their first day on the job, but they also remember their last. The exit interview is, therefore, a big part of how leaving employees will remember you as an employer. That's why you need to take all feedback seriously.

Exit interview questions about the employee's decision to leave

1. Why did you start looking for a different job?
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2. What made you decide to leave?
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3. Was there a specific moment, event, or change that influenced your decision to leave?
.....
4. Did you discuss your concerns with anyone before deciding to leave?
.....
5. What could the organization have done to encourage you to stay?
.....
6. Would you ever consider working for us again?
.....

Exit interview questions about the role and responsibilities

7. Did the job live up to your expectations? If not, why?

.....

8. Did your responsibilities change since you were hired? If so, how?

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9. Which parts of your role did you enjoy the most?

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10. Which parts of the role did you enjoy the least?

.....

11. What skills or qualities should we look for in your replacement?

.....

12. What changes to your role would have made it more engaging or sustainable?

.....

Exit interview questions about the manager and team

13. How was your relationship with your manager?

.....

14. Did you feel supported by your manager in your role?

.....

15. How would you describe communication within your team?

.....

16. Did you feel your contributions were recognized by your manager or team?

.....

17. Were there any team dynamics that affected your experience at work?

.....

Exit interview questions about compensation, benefits, and workload

18. How satisfied were you with your compensation and benefits?

.....

19. Did you feel your workload was manageable?

.....

20. What are Did your workload feel realistic for your role and responsibilities?

.....

21. If you were the CEO, what would you change to make this workplace thrive?

.....

22. Were you satisfied with the resources and support available to manage your workload?

.....

23. What changes to compensation, benefits, or workload would have improved your experience?

.....

Exit interview questions about company culture

24. How would you describe our company culture?

.....

25. What part of our company culture did you value the most?

.....

26. What part of our company culture do you think needs to change or improve?

.....

27. Were there any aspects of the company culture that contributed to your decision to leave?

.....

28. Did you feel included and respected at work?

.....

29. If you could change one thing about our culture, what would it be?

.....

Exit interview questions about growth and career development

30. Did you feel you had enough opportunities to grow within the organization?

.....

31. Were your career goals discussed regularly with your manager?

.....

32. Did you feel your skills and strengths were being used effectively?

.....

33. Were there any learning or development opportunities you wish you had received?

.....

34. Did you see a clear career path for yourself here?

.....

35. What could we have done to better support your career development?

.....

Exit interview questions about employee experience

36. How would you describe your overall employee experience here?

.....

37. What did you enjoy most about working here?

.....

38. What could we have done to improve your experience as an employee?

.....

39. Would you recommend this company as a good place to work? Why or why not?

.....

Final questions to ask in an exit interview

40. Is there anything else you would like to discuss before you leave?

.....

41. What advice would you give us on how to improve the offboarding process?

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Learn how to build a smooth and effective offboarding process for your employees, with a free checklist template.

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