EXIT SURVEY

The following questions were designed to help us improve the working environment at IMPAN. We would appreciate if you could share your thoughts on the time spent at IMPAN and let us know what do we do well and what are the areas in which we can improve. Your feedback will be very helpful!

This survey is voluntary, anonymous and is confidential to the Human Resources.
What reason(s) caused you to start looking for another job?

☐ Changing careers
☐ Dissatisfaction with fellow employees
☐ Commuting e.g. travel distance
☐ Employee benefits
☐ Lack of opportunities to utilize knowledge, skills or abilities
☐ Lack of opportunities to advance and develop career
☐ Quality of leadership/supervision
☐ Salary
☐ Personal reasons
☐ Retirement

☐ Term of contract ending
☐ Working conditions
☐ Work schedule (work-life balance)
☐ Uncertainty about future job security
☐ Other (please describe):

Comments:
Please rate your overall satisfaction level with:

Your mentor:  
☐ above average  ☐ average  ☐ below average

Your overall mentoring experience:
☐ above average  ☐ average  ☐ below average

The opportunity to present your own work:
☐ above average  ☐ average  ☐ below average

Opportunities to learn new ideas and techniques:
☐ above average  ☐ average  ☐ below average

Forming new acquaintances and collaborations:
☐ above average  ☐ average  ☐ below average

What suggestions do you have to improve the mentoring experience at IMPAN?
Job satisfaction

Please choose your top 3 (at most) most important attributes of a satisfying job

☐ Employee benefits ☐ Opportunity to advance and develop career
☐ Competitive salary ☐ Opportunity to utilize knowledge/skills/abilities
☐ Commute/travel distance ☐ Work schedule (work-life balance)
☐ Co-workers/satisfaction with fellow employees ☐ Recognition for performance
☐ Future job security ☐ Working conditions
☐ Leadership and supervision: building effective teams ☐ Overall culture of the department
☐ Leadership and supervision: conflict management ☐ Other (please describe):

☐ Leadership and supervision: effective communication
☐ Leadership and supervision: emotional intelligence
☐ Leadership and supervision: managing diversity/inclusion

Please rank how IMPAN performed in the top 3 areas of satisfaction:

1st attribute: ☐ above average ☐ average ☐ below average
2nd attribute: ☐ above average ☐ average ☐ below average
3rd attribute: ☐ above average ☐ average ☐ below average
Comments:

What did we do well? What can we improve upon?

Additional questions

What institution is your new job with?

While working at IMPAN, did you receive adequate feedback on your performance on regular basis?

Did you have the resources and support necessary to accomplish your job? If not, what was missing?

Would you consider working at IMPAN in the future?

Are there any additional comments you would like to make about your time at IMPAN?

Thank you for your assistance and best wishes in your future endeavors!