



EMPLOYEE EXIT SURVEY

INTRODUCTION

We are sorry to see you leaving Louisville Metro - Department, but, before you go, we wanted to ask you some questions about your experience here and your decision to pursue other opportunities. Please know that nothing you say in this survey will be used against you but may help us influence the work environment for current associates.

These questions will only take a few minutes to answer, and we hope you will be completely candid in your responses. After completing the survey, please return to IQS Research by mail or email:

Mail:

IQS Research
ATTN: Vincent Singer
308 N. Evergreen Rd, Suite 200
Louisville, KY 40243

Email:

vsinger@iqsresearch.com

If you have any questions about the data collection process, please contact IQS Research 502.244.6600 or by email at vsinger@iqsresearch.com.

SURVEY BODY

1. So that your answers are associated with your unique situation, please enter your Louisville Metro - Department employee ID and select your current department within Louisville Metro Government.

Employee ID (required): _____

Department (required): _____

2. Are you:
 - ☐ Transferring from one Metro Department to another Metro department
 - ☐ Resigning from Metro Government
 - ☐ Retiring from Metro Government
 - ☐ Something else (Please specify) _____

TIMELINE

These first few questions are designed to help us gain a better understanding of the timeline you used when deciding to pursue other opportunities.

3. Was there a sudden or unexpected event that caused you to leave your department?
 - ☐ Yes (continue to Q4)
 - ☐ No (skip to Q5)



4. Can you tell us more about the event that led to your departure? (after answering, go to Q10)

If Q3 is no...

5. Approximately how long had you been considering leaving your department before deciding to announce your departure?

- ☐ Less than one month (continue to question 6)
- ☐ Between 1 and 3 months (skip to question 7)
- ☐ Between 4 and 6 months (skip to question 7)
- ☐ Between 7 months and 1 year (skip to question 7)
- ☐ I had been considering leaving for more than 1 year (skip to question 7)

If Q5 is "Less than one month"...

6. That is a pretty quick transition. Can you tell us more about what prompted your decision to leave your department?

REASONS

7. The following is a list of reasons that could apply to why you decided to leave your department. Please indicate which reason(s), if any, apply to your situation. **(Check all that apply)**

- ☐ There were needs outside of work requiring more of my time.
- ☐ The work experience had been declining, and it reached a point where it was better to part ways.
- ☐ There were changes in the workplace that I didn't like.
- ☐ There were problems with a manager or co-worker.
- ☐ I didn't see a way to advance in my career.
- ☐ I no longer enjoyed the work.
- ☐ I was dissatisfied with my wages and benefits.
- ☐ A new opportunity arose that I wanted to pursue.
- ☐ I just needed a change.



8. What other reasons, if any, contributed to your decision to leave your department?

9. When you think about the reasons that are causing you to leave your department, would you say those reasons are:

- ☐ Exclusively internal to your department
- ☐ Mostly internal
- ☐ A combination of internal and external reasons
- ☐ Mostly external reasons
- ☐ Exclusively external to your department

10. Did you talk with anyone at your department about other options that may have allowed you to continue working here?

- ☐ Yes (continue to question 11)
- ☐ No (skip to question 12)

If Q10 is "yes"...

11. How did that conversation go, and were any solutions offered? Please explain.

If Q10 is "no"...

12. Was there a reason that you decided not to talk with someone prior to deciding to leave? Please explain.



FIT

13. When you think about your work experience during just the last three months, how would you rate your level of agreement with the following statements?

	1 Strongly disagree	2	3 Somewhat agree	4	5 Strongly agree
The work that was expected of me was well-suited to my skills and abilities.	☐	☐	☐	☐	☐
My department provided me with the training I needed.	☐	☐	☐	☐	☐
My department gave me the support I needed.	☐	☐	☐	☐	☐
I found my work to be interesting.	☐	☐	☐	☐	☐
I was able to advance in my career at my department.	☐	☐	☐	☐	☐
I found the department's values and philosophy to be similar to my own.	☐	☐	☐	☐	☐
My direct supervisor helped me to do my job well.	☐	☐	☐	☐	☐
I liked my co-workers.	☐	☐	☐	☐	☐
My co-workers and I worked well together.	☐	☐	☐	☐	☐
The department's culture was inclusive of employees like me.	☐	☐	☐	☐	☐
My job allowed a healthy balance of work and personal life.	☐	☐	☐	☐	☐



14. When you think about your work experience during just the last three months, how would you rate your level of agreement with the following statements?

	1 Strongly disagree	2	3 Somewhat agree	4	5 Strongly agree
My hard work and achievements were appreciated by my department.	☐	☐	☐	☐	☐
My department treated me well.	☐	☐	☐	☐	☐
My wages were appropriate for the work that was expected of me.	☐	☐	☐	☐	☐
My benefits were appropriate for the work that was expected of me.	☐	☐	☐	☐	☐

15. All things considered, how satisfied were you in your job during these last three months?

1-Very dissatisfied	2	3	4	5	6	7-Highly satisfied
☐	☐	☐	☐	☐	☐	☐

SUGGESTED CHANGES

16. In thinking about your work experience at your department, what changes do you think should be made, even if those changes would not have influenced your decision?

17. Is there anything else you would like to say about your work experience at your department or your decision to leave?



DEMOGRAPHICS

Our final questions are for statistical purposes only. Please share the following about yourself:

18. Gender

- ☐ Female
- ☐ Male
- ☐ Other

19. Race/Ethnicity (Please check all that apply)

- ☐ White/Caucasian
- ☐ African-American/Black
- ☐ Asian/Pacific Islander
- ☐ Latino/Hispanic
- ☐ American Indian/Alaskan Native
- ☐ Other

20. Age Range

- ☐ 18-24 years old
- ☐ 25-35 years old
- ☐ 36-45 years old
- ☐ 46-55 years old
- ☐ 56 and older

That concludes our survey! Thank you very much for your time and feedback.