

## Stay factors:

1. What did you find most satisfying about your work?
2. How interesting and challenging did you find your job?
3. Were you happy with the opportunities you had to gain new experiences and skills?
4. How well does the company support career growth and development?

## Leadership effectiveness:

1. Who gave you the best advice or feedback you had while working here?
2. To what degree would you say people here trust senior leadership?
3. In what ways could leadership improve its transparency?
4. How connected did you feel to the company's strategy and future plans?
5. What was your relationship with your line manager like?

## Culture, purpose, and values:

1. How would you describe the company's alignment with its stated values?
2. Do you believe people here are all held accountable to the same standards?
3. How connected did you feel your work was to our purpose?
4. Did you feel a strong sense of belonging here at work?

## Competitive benchmarking:

1. What are the most compelling offers, benefits, or job aspects you encountered during your job search?
2. If you were an external candidate, knowing what you know, would you join our company?
3. What is your new job offering that we are unable to match?

## Improvements & innovations:

1. Do we give good ideas due consideration?
2. In what way would you improve how performance is measured here?
3. If you had the time and resources, what changes would you make here / what innovation would you pursue?

## Employee value proposition:

1. What made you start looking for a new job?
2. What are the best aspects of working here?
3. Did you feel that you and your work were valued and appreciated here?
4. Would you recommend working here to a friend, and if so, why? (If the answer is no, the next question should be "What would need to change for you to recommend working here to others?")

## Wrap up questions:

1. What else should we know?
2. What advice would you offer your replacement?
3. If you could change anything here, what would that be?