

## Exit Interview Template: 20 Strategic Questions with Sample Answers

### 1. What specific policies or workflows consistently slowed down your productivity?

Sample Answer: There was a multi-level approval process for even minor purchases, which delayed project execution frequently.

### 2. Which part of our culture helped you thrive, and which part held you back?

Sample Answer: The collaborative environment was a plus, but the culture of overwork sometimes led to burnout.

### 3. Was there a moment you seriously considered staying? What influenced that?

Sample Answer: Yes, after a leadership reshuffle, but the changes weren't implemented fast enough to retain me.

### 4. How aligned was your role with what you were originally hired to do?

Sample Answer: Over time, I was assigned tasks far outside my role without formal upskilling or a title change.

### 5. What was your biggest blocker when trying to grow your career here?

Sample Answer: The promotion path was unclear and heavily reliant on tenure over impact.

### 6. Can you describe a time when leadership missed a chance to act on important feedback?

Sample Answer: During a team reorg, several employees raised workload concerns, but leadership proceeded without adjustments.

### 7. Which processes or habits here are outdated and should be reconsidered?

Sample Answer: The reliance on email chains for decision-making led to confusion. Real-time collaboration tools would be more efficient.

### 8. Which benefits did you find the least valuable, and what would you replace them with?

Sample Answer: The wellness stipend was great in theory, but hard to claim; more flexible PTO would've been more helpful.

**9. When did you feel most disconnected from the company's mission or values?**

Sample Answer: When layoffs were communicated with little transparency, it felt out of step with the 'people-first' message.

**10. What skills or tools were you expected to learn without support or training?**

Sample Answer: I was expected to use advanced reporting tools without formal training, which led to inefficiencies.

**11. Which internal comms channels worked best, and which created noise?**

Sample Answer: Slack was effective for async updates, but too many channels made it easy to miss key info.

**12. How often did you feel seen or acknowledged for your contributions?**

Sample Answer: Rarely. Recognition was mostly reserved for high-profile projects, not consistent effort.

**13. What factors most affected your mental health or emotional energy at work?**

Sample Answer: Back-to-back meetings with no protected focus time led to fatigue and reduced output.

**14. Which exit trends have you noticed among your peers that leadership might be missing?**

Sample Answer: Several high performers left citing lack of growth, but their exits weren't thoroughly debriefed.

**15. How often did you feel safe speaking up, even when your views differed from leadership?**

Sample Answer: Only during anonymous surveys. Direct feedback often felt risky.

**16. What aspect of your onboarding didn't prepare you for the actual role?**

Sample Answer: The onboarding focused on tools but skipped over team dynamics and unspoken expectations.

**17. What types of people or leadership styles thrive here, and which don't?**

Sample Answer: Self-starters with high tolerance for ambiguity thrive; those who need structure struggle.

**18. What would've made you an enthusiastic advocate for this company while you were still here?**

Sample Answer: If I saw a clearer link between individual work and the broader company mission.

**19. What key relationship or team dynamic most influenced your decision to leave?**

Sample Answer: A micromanaging supervisor who didn't delegate meaningfully led to disengagement.

**20. If we wanted to win you back in the future, what would need to change?**

Sample Answer: Transparent career tracks and greater psychological safety around feedback sharing.