

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
- Term of contract ending
- Dissatisfaction with fellow employees
- Working conditions
- Commuting e.g. travel distance
- Work schedule (work-life balance)
- Employee benefits
- Uncertainty about future job security
- Lack of opportunities to utilize knowledge, skills or abilities
- Other (please describe):
- Lack of opportunities to advance and develop career
- Quality of leadership/supervision
- Salary
- Personal reasons
- Retirement

Comments:

Please rate your overall satisfaction level with:

- | | | | |
|---|--|----------------------------------|--|
| Your mentor: | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> below average |
| Your overall mentoring experience | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> below average |
| The opportunity to present your own work: | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> below average |
| Opportunities to learn new ideas and techniques | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> below average |
| Forming new acquaintances and collaborations | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> 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

- | | |
|---|--|
| <input type="checkbox"/> Employee benefits | <input type="checkbox"/> Opportunity to advance and develop career |
| <input type="checkbox"/> Competitive salary | <input type="checkbox"/> Opportunity to utilize knowledge/skills/abilities |
| <input type="checkbox"/> Commute/travel distance | <input type="checkbox"/> Work schedule (work-life balance) |
| <input type="checkbox"/> Co-workers/satisfaction with fellow employees | <input type="checkbox"/> Recognition for performance |
| <input type="checkbox"/> Future job security | <input type="checkbox"/> Working conditions |
| <input type="checkbox"/> Leadership and supervision: building effective teams | <input type="checkbox"/> Overall culture of the department |
| <input type="checkbox"/> Leadership and supervision: conflict management | <input type="checkbox"/> Other (please describe): |
| <input type="checkbox"/> Leadership and supervision: effective communication | |
| <input type="checkbox"/> Leadership and supervision: emotional intelligence | |
| <input type="checkbox"/> Leadership and supervision: managing diversity/inclusion | |

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

- | | | | |
|----------------|--|----------------------------------|--|
| 1st attribute: | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> below average |
| 2nd attribute: | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> below average |
| 3rd attribute | <input type="checkbox"/> above average | <input type="checkbox"/> average | <input type="checkbox"/> 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!