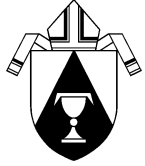


# DIOCESE OF SACRAMENTO



LAY PERSONNEL

## EXIT INTERVIEW

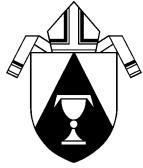
Thank you for your participation in the Exit Interview Process.

Your input will be valuable to the Diocese of Sacramento in helping understand turnover and improving retention of employees.

Let's get started!

**From the list below, please select "Yes" for the items that contributed to your leaving.  
Select "No" if the item was not a factor in your decision to leave.  
You may select "Yes" for more than one (1) item.  
Please explain your reason for selecting each "Yes" item.**

YES	NO	1. Job duties, job content – didn't like the type of work asked to perform or required for the job. – if yes please explain
YES	NO	2. Lack of training, orientation, or development required to perform the job. – if yes please explain
YES	NO	3. Supervision or management – if yes please explain, indicate if you are referring to your immediate supervisor or other members of management
YES	NO	4. Co-worker relationships, problems, or difficulties working with my co-workers/peers (not management) – if yes please explain
YES	NO	5. Lack of recognition, appreciation, support – if yes please explain
YES	NO	6. Job security concerns, fear I might lost my job. – if yes please explain

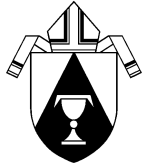


# DIOCESE OF SACRAMENTO

## EXIT INTERVIEW

From the list below, please select "Yes" for the items that contributed to your leaving.  
Select "No" if the item did not cause you to leave.  
You may select "Yes" for more than one (1) item.  
Please explain your reason for selecting each "Yes" item.

YES	NO	7. Problems with the work schedule, work hours, work life balance. – if yes please explain
YES	NO	8. Workload – unreasonable or excessive mental or physical job demands – if yes please explain
YES	NO	9. Compensation pay – if yes please explain
YES	NO	10. Diocese of Sacramento employee benefits (i.e. insurance, holidays, vacations, paid time off, other benefits, etc.) – if yes please explain
YES	NO	11. In the course of your employment with the Diocese of Sacramento, were you aware of any unethical, illegal, or unsafe practices? – if yes please explain
YES	NO	12. Would you recommend the Diocese of Sacramento as an employer to others? – please explain
YES	NO	13. Would you consider working for the Diocese of Sacramento in the future? – please explain



# DIOCESE OF SACRAMENTO

## EXIT INTERVIEW

**From the list below, please select "Yes" for the items that contributed to your leaving.  
Select "No" if the item did not cause you to leave.  
You may select "Yes" for more than one (1) item.  
Please explain your reason for selecting each "Yes" item.**

YES    NO    14. Did you leave for reasons unrelated to the Diocese of Sacramento? – if yes which option most closely relates to your decision to leave the Diocese of Sacramento

- |                          |                               |
|--------------------------|-------------------------------|
| 1. Child Care/Elder Care | 4. Personal or family reasons |
| 2. Return to School      | 5. Family Relocation          |
| 3. Commute               | 6. Retirement                 |

15. When you think of the reasons for leaving that you selected thus far, which of the following represent your most important reason for leaving? – please select a reason from below

- |                                        |                                                         |
|----------------------------------------|---------------------------------------------------------|
| 1. Job Duties and Responsibilities     | 4. Diocese of Sacramento direction, policies, practices |
| 2. Career advancement or career change | 5. Work schedule, work hours, workload                  |
| 3. Management/Work Relationships       | 6. Compensation, rewards                                |

16. Which of the following describes your employment status after leaving the Diocese of Sacramento?

1. I am working for another organization in the same industry.
2. I am working for another organization but not in the same industry.
3. I am not working at all.

17. Compared with your job at the Diocese of Sacramento your new position is:

1. A similar skill level, job, or position
2. A promotion
3. Neither of the above (e.g. lesser skill set, not comparable to previous work experience, different career path or no comparison possible)

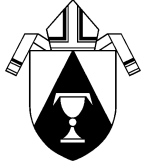
18. Is your new pay with your new employer:

- |                              |                               |
|------------------------------|-------------------------------|
| 1. Much Less (over 10% less) | 4. More (1-10% more)          |
| 2. Less (1-10% less)         | 5. A lot more (over 10% more) |
| 3. About the same            |                               |

19. Are your benefits with your new employer:

- |                   |                |
|-------------------|----------------|
| 1. Much Less      | 4. Better      |
| 2. Less           | 5. Much Better |
| 3. About the same |                |

# DIOCESE OF SACRAMENTO



## EXIT INTERVIEW

20. What does your new employer offer that the Diocese of Sacramento was not able to provide for you?

21. What suggestions do you have to make the Diocese of Sacramento a great place to work?

22. What did you like the most about working for the Diocese of Sacramento?

23. What is the name of your new employer?

24. Please use the space below if you wish to provide additional input on your reasons for leaving or other matters that you believe should be mentioned?