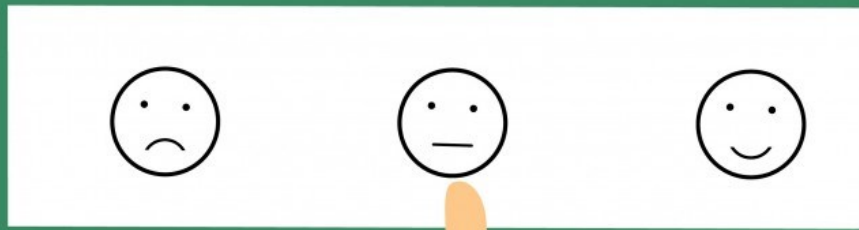


STATEWIDE EXIT SURVEY



SURVEY QUESTIONS

This is intended to be a resource for those interested in the statewide exit survey. This is not the survey itself. To take the survey, please go to the link below.



<https://www.surveymonkey.com/r/StatewideExitSurvey>

We appreciate you taking the time to share your experiences with us. This survey will help us learn why people leave their current state employer. Your responses will help us develop strategies to retain our most valuable resource: state employees. Please complete this survey in addition to any survey you may receive from your organization.

The survey will take about **10-15 minutes**. Key questions are marked with an asterisk and are required.

This survey is conducted by the Office of Financial Management, State Human Resources. Summary results are shared with agency HR personnel. Individual responses may be shared with the agencies, but your response will not be attached to a personal identifier unless you choose to include your name.

For help, please contact Hayley Hohman at Hayley.Hohman@ofm.wa.gov or 360-790-3007.

To see your agency's specific questions, please reach out to your survey contact.



Office of Financial Management

Better information. Better decisions. Better government. Better Washington.

STATEWIDE EXIT SURVEY

STANDARD QUESTIONS

1. Please let us know that you have received the survey. If you decline the survey, you will not be asked any additional questions.	<input type="checkbox"/> I received the survey and agree to complete it (Click next to begin) <input type="checkbox"/> I received the survey, but I do not wish to complete it (Click next to go to the end of the survey)
2. Please indicate your position status.	<input type="checkbox"/> Non-permanent, seasonal, or an internship <input type="checkbox"/> Voluntary departure <input type="checkbox"/> Lack of funding, end of project or contracted work, or layoff <input type="checkbox"/> Terminated or fired <input type="checkbox"/> Retiring
3. Organization (Agency/Department/Board/etc.).	
4. Location of worksite (county).	
5. Are you leaving a supervisory position?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Please rank your top 3 reasons for leaving, with your biggest motivator as your “First” reason. If less than 3 reasons apply to you, rank only as many as apply.	<input type="checkbox"/> Relocation <input type="checkbox"/> Family or personal reasons <input type="checkbox"/> Health and/or safety <input type="checkbox"/> Retirement <input type="checkbox"/> Compensation and pay <input type="checkbox"/> Lack of skill or career development (non-monetary) <input type="checkbox"/> Education <input type="checkbox"/> Lack of promotional opportunities <input type="checkbox"/> Workload <input type="checkbox"/> Dissatisfaction with supervisor <input type="checkbox"/> Dissatisfaction with agency leadership or management (other than supervisor) <input type="checkbox"/> Work environment <input type="checkbox"/> Work flexibility (work/life balance) <input type="checkbox"/> Commute <input type="checkbox"/> Career change <input type="checkbox"/> Emotional burnout <input type="checkbox"/> End of non-permanent position <input type="checkbox"/> Other: _____

STATEWIDE EXIT SURVEY

STANDARD QUESTIONS

7. Please indicate how often the given statement was true in your most recent position.

- I had opportunities at work to learn and grow.
- My supervisor treated me with dignity and respect.
- My supervisor gave me helpful feedback.
- A spirit of cooperation and teamwork existed in my workgroup.
- In general, I was satisfied with my job.
- I had the opportunity to make good use of my skills.
- At my workplace, I felt valued for who I am as a person.
- I had the tools and resources I need to do my job effectively.
- I got helpful communication from my agency.
- I knew what was expected of me at work.
- I found meaning in my work.
- I knew how my agency measured its success.
- My agency supported a diverse workforce.
- My agency helped me navigate change.

- 5 - Almost Always or Always
- 4 - Usually
- 3 - Occasionally
- 2 - Seldom
- 1 - Never or Almost Never

8. After leaving this organization, where are you going?

- Not leaving agency, moving into a new position
- Another Washington state department, agency, board or institution
- Another state government
- Local government (e.g. city or county)
- Other government (e.g. federal or tribes)
- Private industry
- Non-profit
- Self-employment
- Still searching for new employment
- Retirement
- Not leaving for another employer (school, travel, family, etc.)

9. In your new position, how do you expect your compensation to change?

- Decrease by 15% or more
- Decrease by 5-14%
- Remain about the same
- Increase by 5-9%
- Increase by 10-14%
- Increase by 15% or more

STATEWIDE EXIT SURVEY

STANDARD QUESTIONS

<p>10. In your new position, how do you expect your duties and responsibilities to change?</p>	<input type="checkbox"/> Lower level <input type="checkbox"/> About the same level <input type="checkbox"/> Higher level
<p>11. Were you actively recruited for your new job?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p>12. How long have you worked for the state?</p>	<input type="checkbox"/> Under 2 years <input type="checkbox"/> 2-4 years <input type="checkbox"/> 5-9 years <input type="checkbox"/> 10-15 years <input type="checkbox"/> 16+ years
<p>13. How long have you worked at this agency/department/board/institution?</p>	<input type="checkbox"/> Under 2 years <input type="checkbox"/> 2-4 years <input type="checkbox"/> 5-9 years <input type="checkbox"/> 10-15 years <input type="checkbox"/> 16+ years
<p>14. How likely would you be to return to this organization in the future?</p>	<input type="checkbox"/> 5 - Very Likely <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 - Very Unlikely
<p>15. How likely would you be to recommend this organization as a great place to work to a friend or relative?</p>	<input type="checkbox"/> 5 - Very Likely <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 - Very Unlikely
<p>16. How likely would you be to recommend Washington state government as a great place to work to a friend or relative?</p>	<input type="checkbox"/> 5 - Very Likely <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 - Very Unlikely
<p>17. Please express your level of satisfaction with each of the following:</p> <ul style="list-style-type: none"> • Health insurance benefits • Paid time off • Pension plan/retirement 	<input type="checkbox"/> 5 - High <input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 - Low

STATEWIDE EXIT SURVEY

STANDARD QUESTIONS

17 (continued).

- Pay
- Fair/reasonable workload
- Co-workers
- Quality of supervision
- Quality of agency leadership
- Work flexibility (work/life balance)
- Training/development opportunities
- Job security
- Work environment
- Safety
- Telework opportunities

- 5 - High
- 4
- 3
- 2
- 1 - Low

18. Gender:

- Male
- Female
- Non-binary/X
- Prefer not to say

19. Age group:

- Under 20
- 20-24
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65+

20. What is the highest level of school you have completed or the highest degree you have received?

- Less than high school degree
- High school degree or equivalent (e.g. GED)
- Some college but no degree
- Associate degree
- Bachelor degree
- Graduate degree

21. Do you identify as having a disability?

- I have a disability
- I do not have a disability
- Prefer not to say

STATEWIDE EXIT SURVEY

STANDARD QUESTIONS

22. Race/Ethnicity:	<input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Black or African American <input type="checkbox"/> Hispanic or Latino/a <input type="checkbox"/> Middle Eastern or North African <input type="checkbox"/> Pacific Islander <input type="checkbox"/> White <input type="checkbox"/> Two or more races <input type="checkbox"/> Prefer not to say <input type="checkbox"/> Another: _____
23. Do you identify as LGBTQ+?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
24. Are you a U.S. veteran?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
25. Are you currently a member of the National Guard or Reserve?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
26. Are you a spouse or registered domestic partner of an individual in the military?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
27. Were you an employee of a 24/7 institution?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say
28. Please estimate how far it takes for you to travel to work (one way).	
29. How do you commute?	<input type="checkbox"/> Drive myself <input type="checkbox"/> Bike <input type="checkbox"/> Walk <input type="checkbox"/> Ride share or carpool <input type="checkbox"/> Bus <input type="checkbox"/> Combination of these <input type="checkbox"/> N/A (100% telework or field work) <input type="checkbox"/> Other: _____