



# Employee Exit Survey

Administered by the Office of Financial Management - State HR

## Welcome

Thank you for taking the time to share your experiences with us. Your feedback will help us learn why people leave their organization and how we can improve. This survey is administered by the Office of Financial Management, State Human Resources (OFM-SHR).

This survey will take about 5-8 minutes. You may choose to complete the survey on your personal computer or mobile device. The survey consists of standard questions and demographic questions. Your agency may also have additional survey questions at the end. Employees leaving involuntarily (fired/terminated employment) from their organization are ineligible for this survey.

Providing any of this information is voluntary. Information collected in this survey is protected from public disclosure at the individual level. Your race and ethnicity, sexual orientation, gender identity, and status as a person with a disability are protected by RCW 42.56.250(11). You may exit the survey at any time or choose not to answer a question. The survey will only collect and analyze information provided by you.

All survey responses go to OFM-SHR. Agencies with 10 or more responses will receive their data. For more information on how this data is used and shared, please visit the [OFM SHR Data Protection webpage](#).

For resources on how to resolve workplace issues or complaints, please visit the [OFM website here](#).

For any other questions, please contact [shrplanning@ofm.wa.gov](mailto:shrplanning@ofm.wa.gov).

## Separation

Why are you separating from this agency/institution?

- Non-permanent, seasonal, or internship
- Voluntary separation
- Lack of funding, end of project, end of contracted work, or layoff
- Terminated or involuntary separation
- Retiring

## Reasons for leaving

What is the top reason for leaving the agency/institution?

- |   |   |   |
|---|---|---|
| <input type="radio"/> Changing careers                  | <input type="radio"/> Health  | <input type="radio"/> Promotional opportunity |
| <input type="radio"/> Commute                           | <input type="radio"/> High workload   | <input type="radio"/> Relocating              |
| <input type="radio"/> Continuing education              | <input type="radio"/> Lack of consistent scheduling   | <input type="radio"/> Safety                  |
| <input type="radio"/> Co-worker(s)                      | <input type="radio"/> Lack of promotional opportunities                                     | <input type="radio"/> Supervisor              |
| <input type="radio"/> Dissatisfaction with type of work | <input type="radio"/> Non-permanent position  | <input type="radio"/> Telework options        |
| <input type="radio"/> Emotionally burned out            | <input type="radio"/> Organizational leadership or upper management (other than supervisor) | <input type="radio"/> Work/life balance       |
| <input type="radio"/> Family or personal reasons        | <input type="radio"/> Pay   |   |

### Extra Participation

If leaving the agency/institution was either due to or partially due to family or personal reasons, was it a result of needing to care for another individual?

- Yes
- No
- Not Applicable

Did you participate in any of the listed statewide business resource groups (BRG)?

- BUILD: Blacks United in Leadership and Diversity
- HAPPEN: Hawaiians, Asians, and Pacific Islanders Promoting an Empowerment Network
- VERG: Veterans Employee Resource Group
- RAIN: Rainbow Alliance and Inclusion Network
- LLN: Latino Leadership Network
- DIN: Disability Inclusion Network
- WIN: Washington Immigrant Network
- No - I did not participate in any business resource groups

### Post Employment

After leaving this agency/institution, where are you going?

- |  |   |
|--|---|
| <input type="radio"/> Another Washington state department, agency, board, or institution     | <input type="radio"/> Hospital/medical field  |
| <input type="radio"/> State government (outside WA)  | <input type="radio"/> Non-profit/volunteer work   |
| <input type="radio"/> Local government (city, county, port, transit, PUD, regional planning) | <input type="radio"/> Not leaving for another employer (retirement, travel, family, health, relocation, etc.) |
| <input type="radio"/> Federal government   | <input type="radio"/> Private industry  |
| <input type="radio"/> Tribal government  | <input type="radio"/> Self-employment   |
| <input type="radio"/> Education field/school district  | <input type="radio"/> Unsure/still searching for new employment   |

Going back to school

Prefer not to say

### Core - Open Comment

What could the agency/institution have done to keep you?

### Recognition + Change Management + Communication

I felt valued as an employee of this agency/institution.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I felt supported during organizational change at this agency/institution.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I had a clear understanding of what was expected from me.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

### **Diversity**

My immediate supervisor treated me with respect.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

Senior Leadership demonstrated inclusion (through leadership, communications, participating in related activities, etc.).

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

My agency/institution demonstrated a commitment to Pro-Equity and Anti-Racism (through policies, practices, and actions).

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

## Engagement

I would recommend this agency/institution as a great place to work.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I was proud to work for my agency/institution.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I rarely thought about looking for a new job with another company.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

Overall, I was extremely satisfied with this agency/institution as a place to work.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

### **Equip Factors + Future Vision**

I had access to the resources (e.g., materials, equipment, technology, etc.) I needed to do my job effectively.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I had the training I needed to do my job effectively.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I saw a clear link between my work and my agency's/institution's vision.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

### **Growth & Development**

This agency/institution provided me with the opportunity for learning and development.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I had opportunities for advancement in my agency/institution.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree



Agree

Strongly Agree

### **Involvement & Belonging**

In my team, it felt safe to take social risks (such as asking questions, making mistakes, highlighting problems).

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I felt that I belonged at this agency/institution.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

### **Work/Life Balance**

I was satisfied with my telework and remote work opportunities.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I was able to manage my work responsibilities in a way that allowed me to maintain a healthy balance between work and home.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

### **Manager Effectiveness + Trust + Performance Management**

My immediate supervisor was an outstanding leader.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I felt a sense of openness and trust with management.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I trusted my immediate supervisor.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

I understood how my performance was evaluated.

Strongly  
Disagree

Disagree

Neither Agree nor  
Disagree

Agree

Strongly Agree

## Retirement

How long have you worked for the state of Washington?

- 5 years or less
- 6 to 15 years
- 16 to 25 years
- 26 to 35 years
- 36 to 45 years
- 46 or more years
- Prefer not to say

Do you intend to work after you leave state service?

- Yes
- No
- Unsure

What was the most enjoyable part of your state career?

What is something you would like to see improved for others?

Is there any advice you would like to give to an employee just starting their state career?

**Organizational**

Which agency/institution are you leaving?

▼

Are you leaving a supervisory position?

- Yes
- No
- Prefer not to say

How long have you worked for your organization?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 or more years
- Prefer not to say

Is there any advice you would like to give to an employee just starting their state career?

What is the job class you are leaving? (Letters A-D) *Note: Jobs are listed alphabetically. If your job class is not listed, select "Other" at the bottom of the list. All jobs that are exempt from civil service code are listed as "Exempt." Washington Management Services jobs are listed as "WMS".*

▼

What is the job class you are leaving? (Letters E-I) *Note: Jobs are listed alphabetically. If your job class is not listed, select "Other" at the bottom of the list. All jobs that are exempt from civil service code are listed as "Exempt." Washington Management Services jobs are listed as "WMS".*

▼

What is the job class you are leaving? (Letters J-Q) *Note: Jobs are listed alphabetically. If your job class is not listed, select "Other" at the bottom of the list. All jobs that are exempt from civil service code are listed as "Exempt." Washington Management Services jobs are listed as "WMS".*

▼

What is the job class you are leaving? (Letters R-Z) *Note: Jobs are listed alphabetically. If your job class is not listed, select "Other" at the bottom of the list. All jobs that are exempt from civil service code are listed as "Exempt." Washington Management Services jobs are listed as "WMS".*

In which county did you work a majority of the time? (Select county you primarily work in)

In the last month, how many days on average did you telework, per week?

- Less than 1 day/ad hoc
- 1 day
- 2 days
- 3 days
- 4 days
- 100% telework
- N/A – Doesn't apply to my position
- Prefer not to say

### Demographics - Protected

What is your gender identity?

- Female
- Male
- Non-Binary/X
- Unsure
- Prefer not to say

Do you identify as LGBTQ+?

- Yes
- No
- Unsure
- Prefer not to say

Do you identify as having a disability?

- Yes
- No
- Unsure
- Prefer not to say

What race and/or ethnicity do you consider yourself?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Pacific Islander or Native Hawaiian
- White
- Two or more races/Multi-racial
- Another race or ethnicity
- Prefer not to say

You selected two or more races/multi-racial, please select all race and/or ethnicity that you encompass?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Pacific Islander or Native Hawaiian
- White
- Another race or ethnicity
- Prefer not to say

Are you a U.S. Veteran?

- Yes
- No
- Prefer not to say

What is your age?

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say