

# Exit Survey

## Sample Company, Inc.

Current Period:

Oct 1, 2019 - Dec 31, 2019

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# of departing employees: 18

# of responses: 13

Response rate: 72%

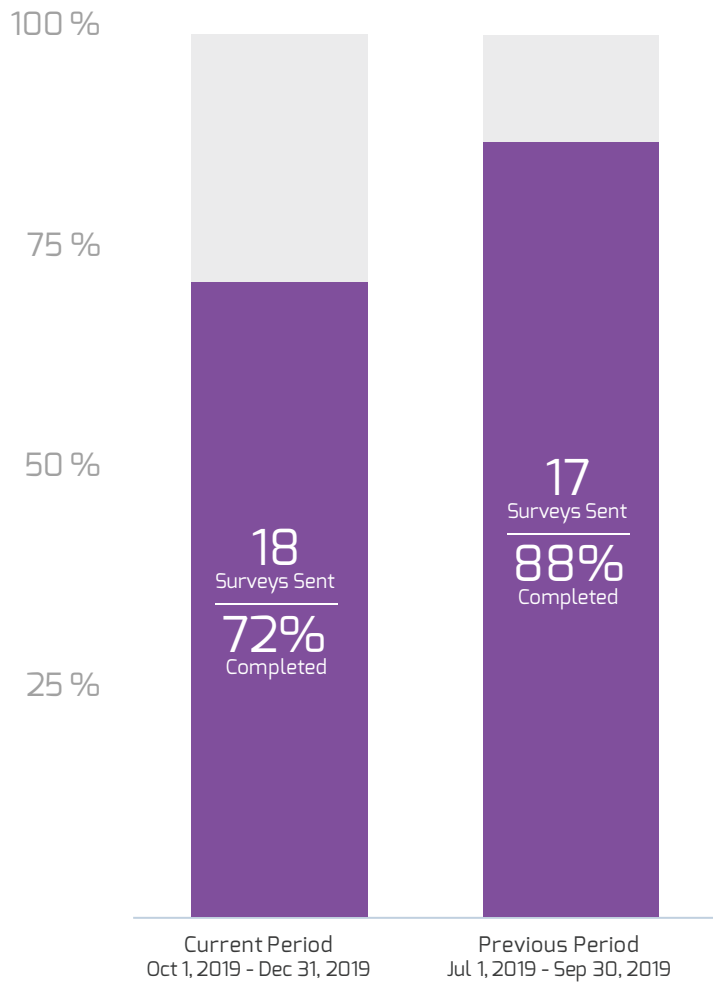
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Previous Period (for trending purposes):

Jul 1, 2019 - Sep 30, 2019

# Survey Participation

## Overall Survey Completion Rates



## Department Completion Rates

Department	Completion Rate	Surveys Completed
Design	0%	0/1
Website	0%	0/2
Customer Service	50%	1/2
Security	50%	1/2
Account Management	100%	1/1
Applications Development	100%	2/2
Communications	100%	2/2
Helpdesk	100%	2/2

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 Current Period: Oct 1, 2019 - Dec 31, 2019  
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# McLean Employee Experience Score

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?



Detractors  
Answered 0 -6



Passives  
Answered 7 -8



Supporters  
Answered 9 -10



73% (+13)

8

Responses

18% (-15)

2

Responses

9% -

1

Responses

Employee Experience Score

-63.64

Previous Period Employee Experience Score

-53.33

McLean & Co. Exit Benchmark Average

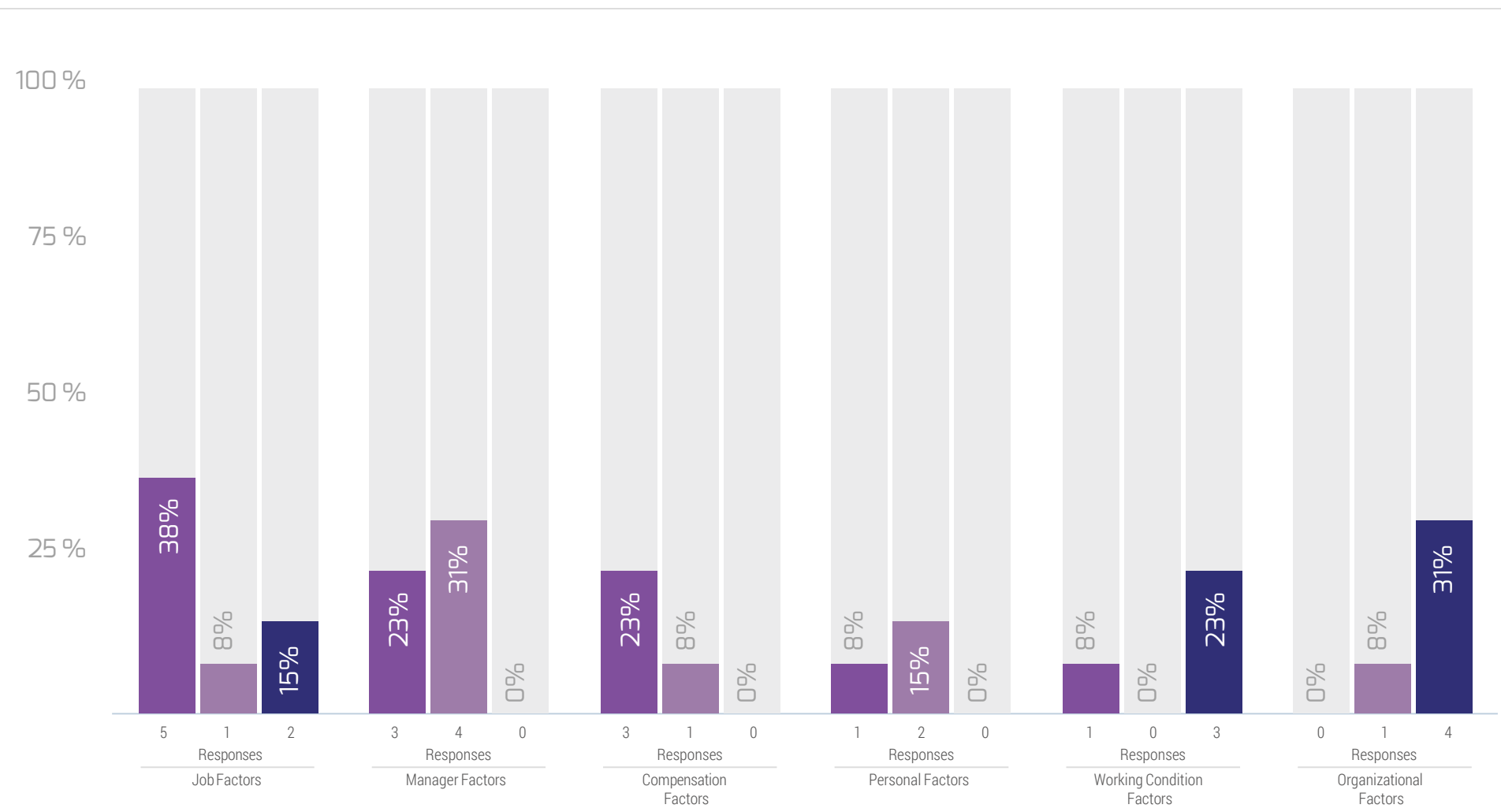
-26.83

Employee Experience Score = % Supporters - % Detractors

# Factor Ranking

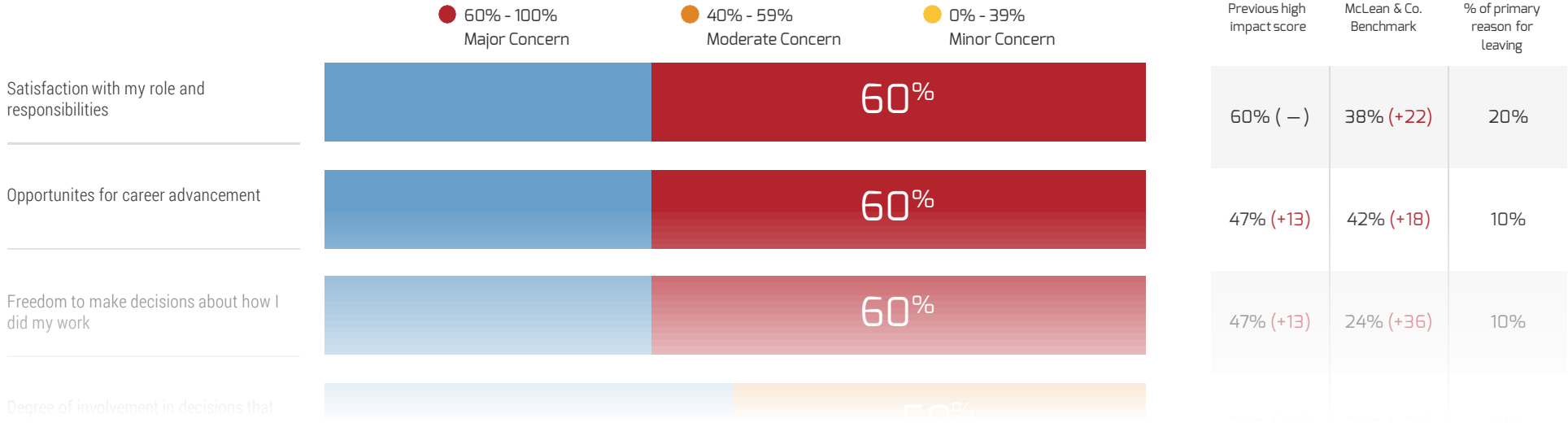
Percent of respondents selecting each factor as their 1st, 2nd or 3rd ranked reason for leaving.

● Ranked 1st      ● Ranked 2nd      ● Ranked 3rd



# Job Factors

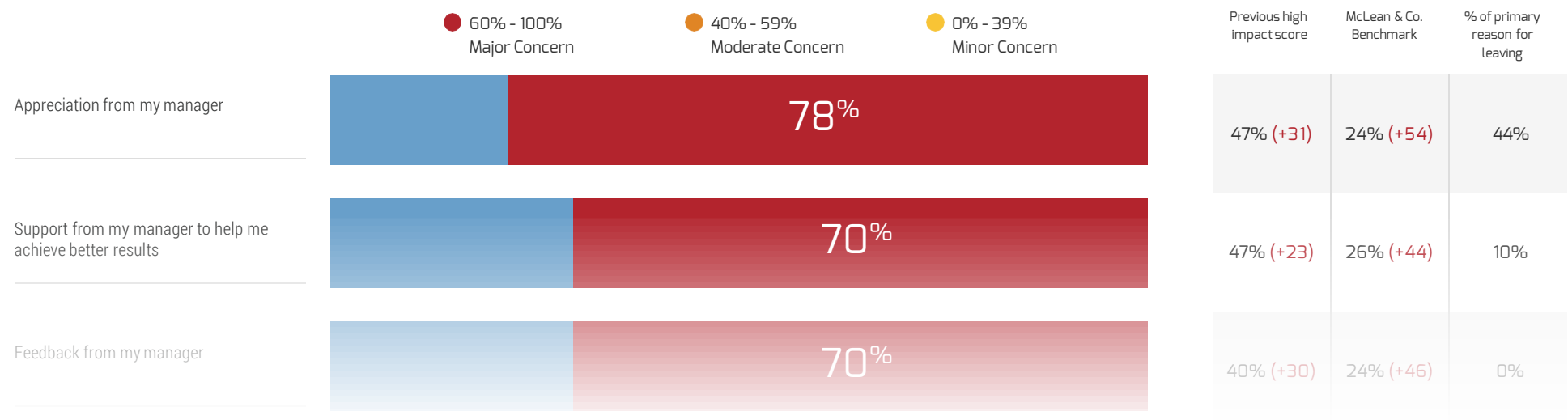
● Low Impact    ● High Impact



**Survey information has been removed for sample purposes. The full report will include all Exit Survey questions and scores.**

# Manager Factors

● Low Impact    ● High Impact



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# Compensation Factors

● Low Impact    ● High Impact

● 60% - 100% Major Concern    ● 40% - 59% Moderate Concern    ● 0% - 39% Minor Concern



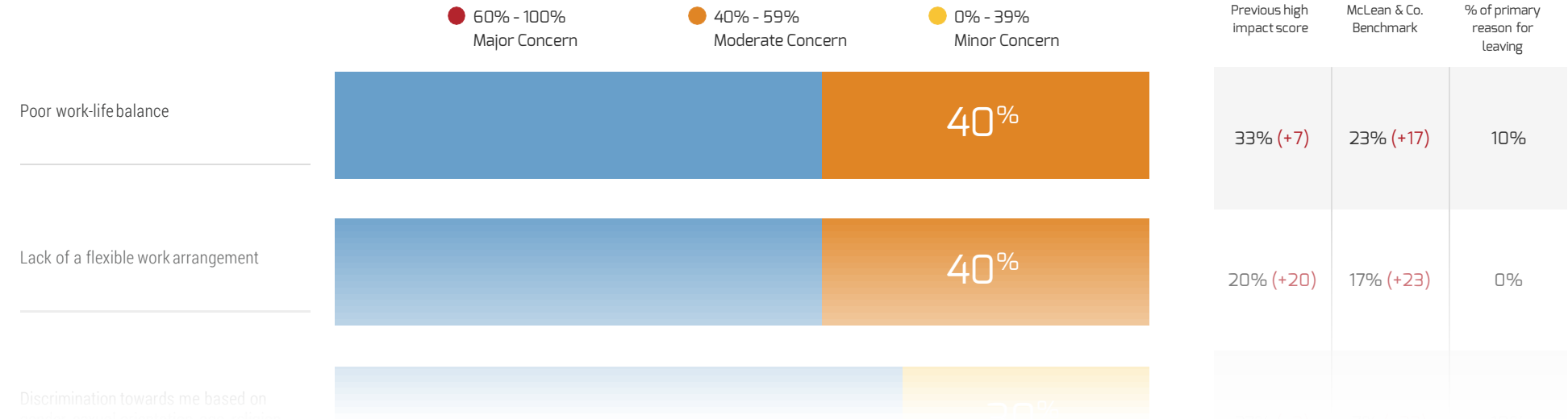
Previous high impact score	McLean & Co. Benchmark	% of primary reason for leaving
40% (+10)	47% (+3)	0%
29% (+21)	37% (+13)	0%

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# Working Condition Factors

● Low Impact    ● High Impact



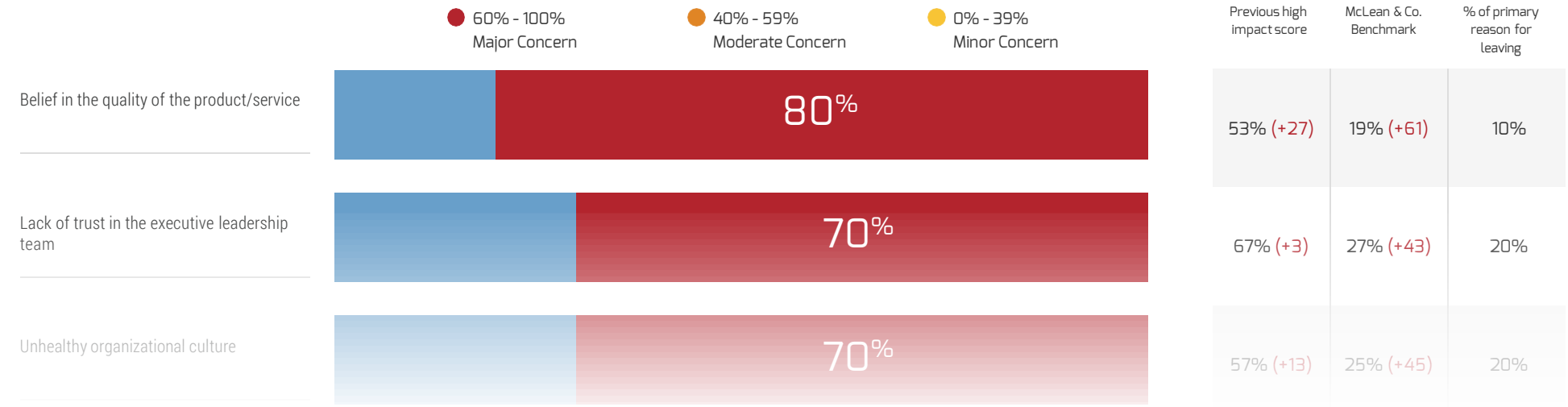
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# Organizational Factors

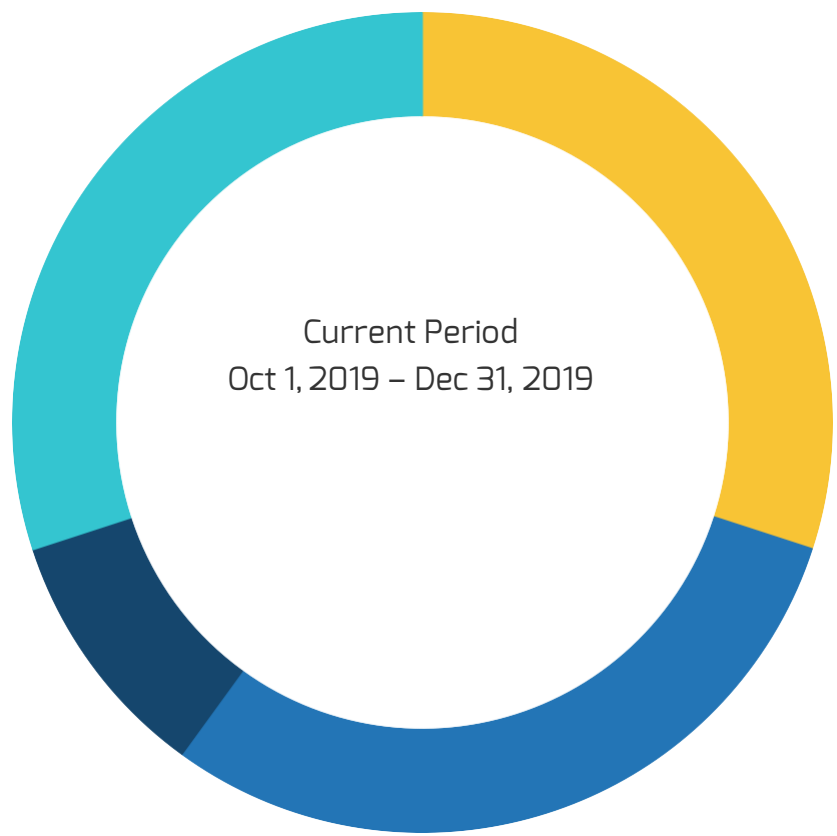
● Low Impact    ● High Impact



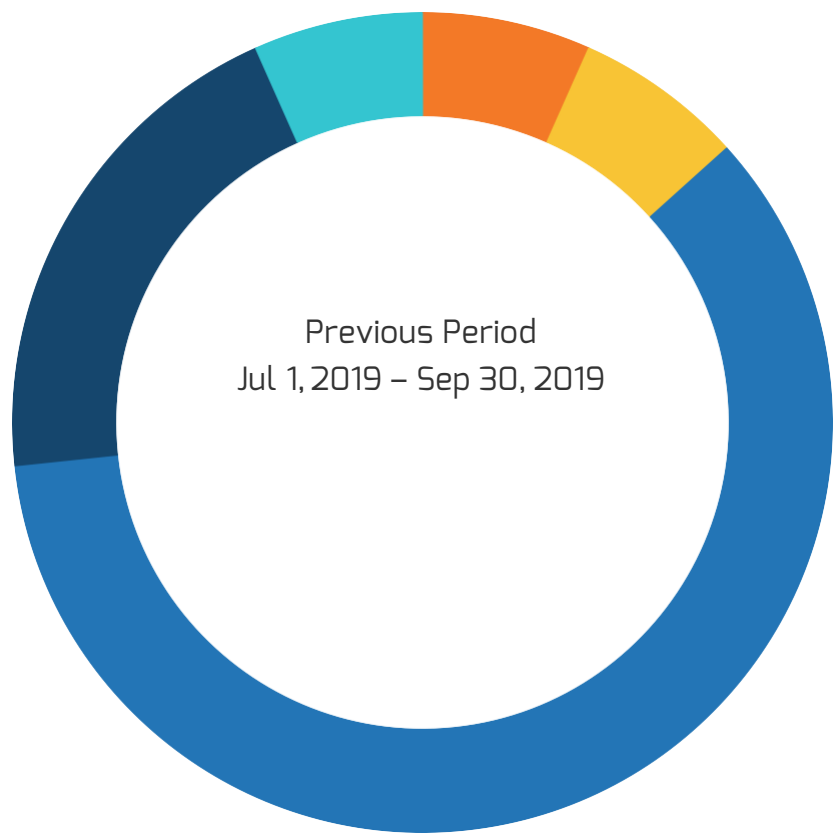
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# Personal Factors



- Changing my career path to something unrelated to this job n = 0 (0%)
- Family, lifestyle, or health considerations n = 3 (23%)
- I didn't leave for a personal reason n = 7 (77%)

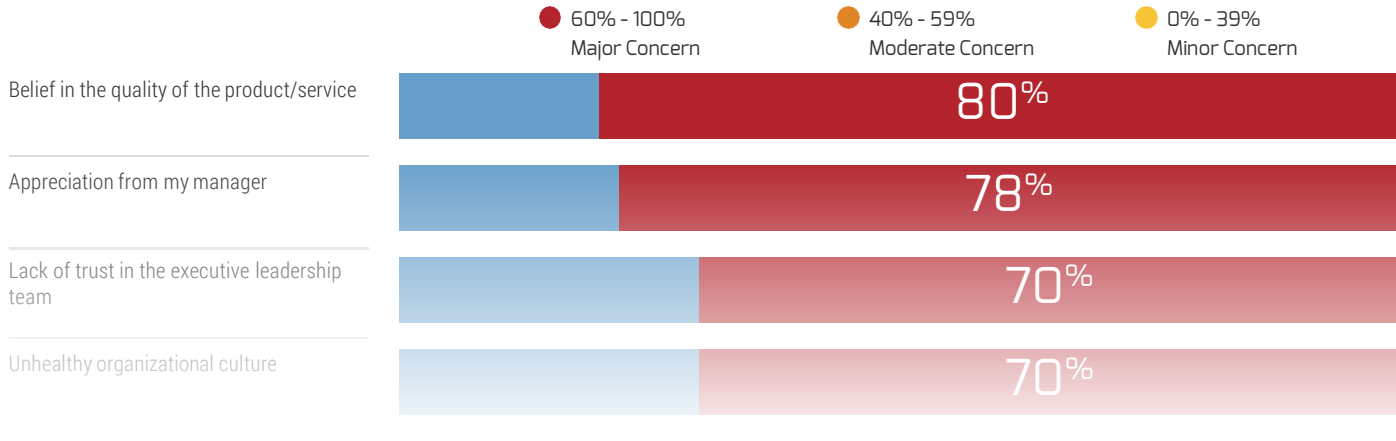


- Changing my career path to something unrelated to this job n = 1 (7%)
- Family, lifestyle, or health considerations n = 1 (7%)
- I didn't leave for a personal reason n = 9 (86%)

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# Top 10 Reasons for Leaving

● Low Impact    ● High Impact

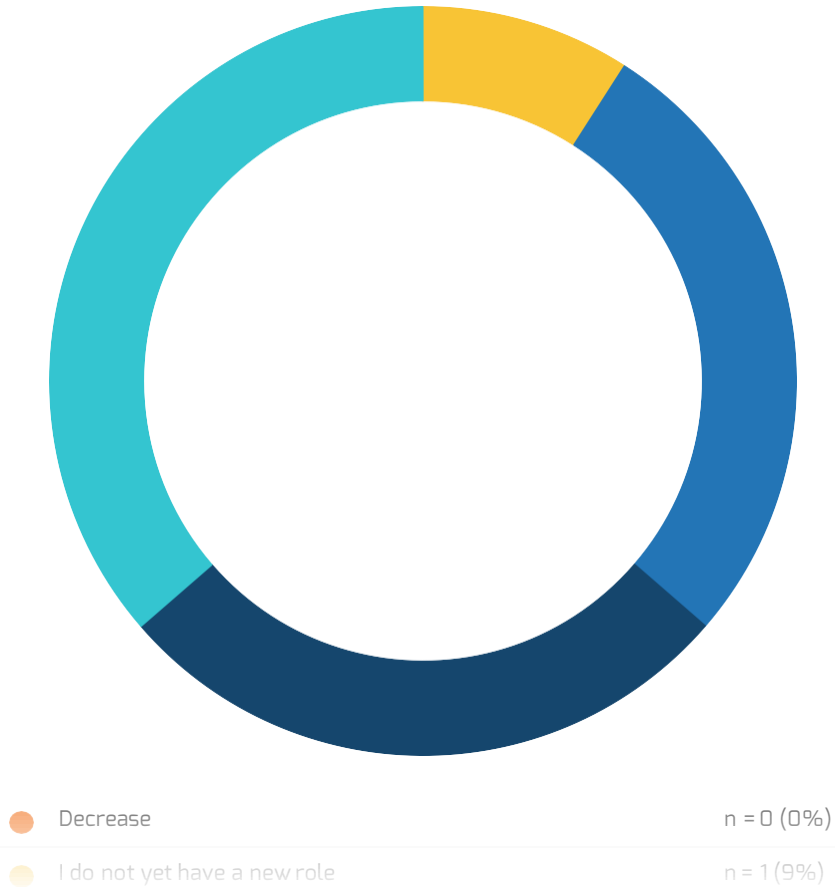


Reason	Previous high impact score	McLean & Co. Benchmark	% of primary reason for leaving
Belief in the quality of the product/service	53% (+27)	19% (+61)	10%
Appreciation from my manager	47% (+31)	24% (+54)	44%
Lack of trust in the executive leadership team	67% (+3)	27% (+43)	20%
Unhealthy organizational culture	57% (+13)	25% (+45)	20%

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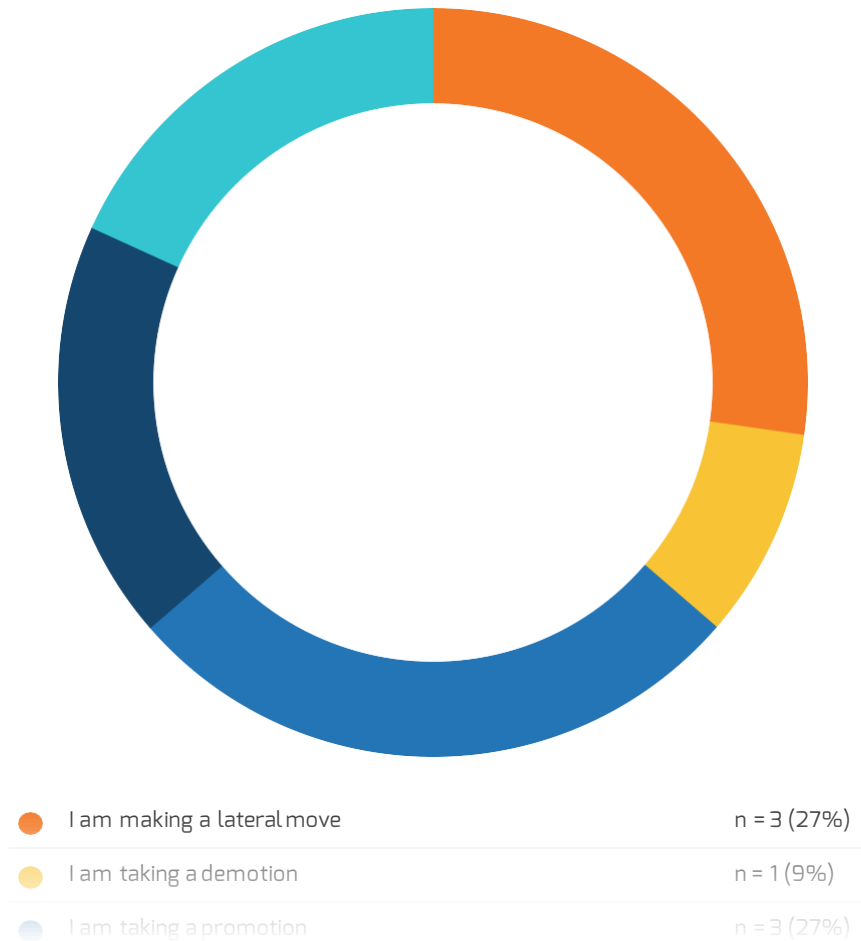
## Your New Opportunity: Compensation

How does the compensation in your new role compare to the role you are departing?



## Your New Opportunity: Level

How does the level in your new role compare to the role you are departing?



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## Your New Opportunity: Search Timeline

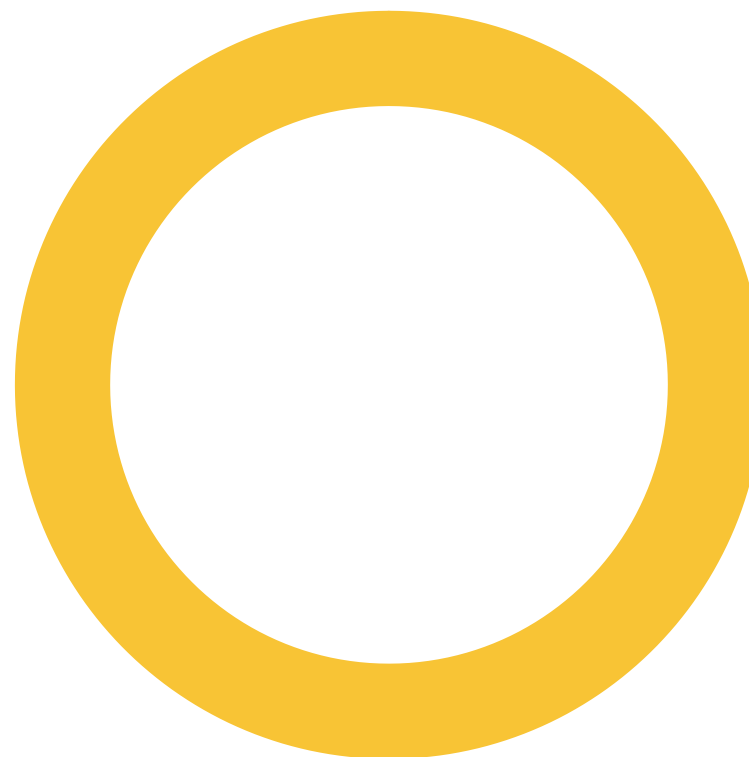
How long ago did you start looking for a new opportunity?



<span style="color: orange;">●</span> I wasn't looking	n = 2 (18%)
<span style="color: yellow;">●</span> < 1 month	n = 0 (0%)
<span style="color: blue;">●</span> 2 - 3 months	n = 2 (18%)
<span style="color: green;">●</span> 3 - 6 months	n = 4 (36%)

## Your New Opportunity: Heard About Position

On the last question, you indicated that you weren't looking for a new opportunity. What best describes how you heard about your new role?



<span style="color: orange;">●</span> I was approached by a previous manager/employer	n = 0 (0%)
<span style="color: yellow;">●</span> N/A - Not applicable	n = 2 (100%)

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COMPANY

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