Employee Name Chloe Appleby

Employee Email awilkes@woolworths.com.au

Position Title Software Engineer

Hire Date Oct 14, 2014

Resignation Date Oct 16, 2018

Exit Date Jul 23, 2019

Initial Question

1. What have you enjoyed most about working at Blue Day?

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2. How long have you been thinking about leaving?

> 3 months

Being Valued

3. I felt valued by my manager

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|----------------|---------|----------|-------------------|
| - | $ \mathbf{Y} $ | - | - | - |

4. I felt valued by my team

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|----------|----------|-------------------|
| - | - | ~ | - | - |

5. What could have made you feel more valued?

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Career Opportunities

6. Growth opportunities were available to enhance my career.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | |
|----------------|-------|---------|----------|-------------------|--|
| ⋖ | - | - | - | - | |

7. Promotions and transfers were often available.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | |
|----------------|-------|---------|----------|-------------------|--|
| - | - | - | - | ∀ | |

8. What else?

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Communication

9. Communication was effective

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|---------|---------|----------|-------------------|
| - | | - | - | - |

10. Other comments on communication

Effective Leadership

11. Leaders were fair and consistent in their approaches

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
| ∀ | - | - | - | - |

12. Ledership provided clear vision and direction.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
| - | | - | - | - |

13. What would you like to have seen more of, from senior leadership?

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Learning & Development

14. I had sufficient opportunities to learn and grow in the organisation.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|--------------|-------------------|
| - | - | - | \checkmark | - |

15. I received sufficient training to do my job well.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|--------------|---------|----------|-------------------|
| - | \checkmark | - | - | - |

Manager

16. My manager gave me adequate support.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|----------|----------|-------------------|
| - | - | ∀ | - | - |

17. My manager assessed my performance adequately.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
| ∀ | - | - | - | - |

18. My manager consistenly gave me feedback

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
| - | - | - | ∀ | - |

19. My manager was consistent and fair

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|----------|----------|-------------------|
| - | - | * | - | - |

20. What is one thing your manager could have done differently.

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Meaningful Work

21. My job was sufficiently challenging and rewarding.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|---|---------------------------------|-------------------|---------------------------|-----------------------------|
| - | € | - | - | - |
| 22. My job had enough variety to ke | ep me interested | | | |
| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| - | - | ∀ | - | - |
| 23. It was worth getting out of bed i | in the morning to c | ome to work. | | |
| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| - | - | - | \mathbf{Y} | - |
| 24. I felt a sense of purpose at work test | k. | | | |
| Pay & Benefits | | | | |
| 25. I was satisified with Pay | | | | |
| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| - | - | ∀ | - | - |
| 26. I thought pay was fair amoung r | my colleagues and | | | |
| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| - | ∀ | - | - | - |
| 27. I was satisifed with benefits offe | ered | | | |
| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| - | - | - | ⊻ | - |
| 28. Other comments on pay test | | | | |
| | | | | |
| Work Conditions | | | | |
| | ons at Blue Day | | | |
| | Agree | Neutral | Disagree | Strongly Disagree |
| 29. I was happy with flexibility optio | • | Neutral - | Disagree - | Strongly Disagree |
| Work Conditions 29. I was happy with flexibility optic Strongly Agree - 30. There was not an inherent level | Agree ✓ | - | Disagree - | Strongly Disagree - |
| 29. I was happy with flexibility option Strongly Agree | Agree ✓ | - | Disagree - Disagree | Strongly Disagree |
| 29. I was happy with flexibility option Strongly Agree - 30. There was not an inherent level | Agree | - | - | - |
| 29. I was happy with flexibility option Strongly Agree - 30. There was not an inherent level Strongly Agree | Agree of stress in my job Agree | - | - | - |
| 29. I was happy with flexibility option Strongly Agree - 30. There was not an inherent level Strongly Agree ✓ | Agree of stress in my job Agree | - | - | - |
| 29. I was happy with flexibility option Strongly Agree - 30. There was not an inherent level Strongly Agree 31. The workload was at the right level | Agree of stress in my job Agree | - Neutral - | - Disagree - | - Strongly Disagree - |
| 29. I was happy with flexibility option Strongly Agree - 30. There was not an inherent level Strongly Agree 31. The workload was at the right level | Agree Agree - evel Agree - | - Neutral - | - Disagree - | Strongly Disagree |
| 29. I was happy with flexibility option Strongly Agree - 30. There was not an inherent level Strongly Agree 31. The workload was at the right less than the strongly Agree - | Agree Agree - evel Agree - | - Neutral - | - Disagree - | Strongly Disagree |

Final Question

33. Of the following categories, name the reason that most contributed to you leaving. Please provide a first and second preference. If not applicable, please indicate what could be most improved.

1st Choice - Being Valued

Custom Questions

34. Is there anything else that you have indicated as yet that contributed to you leaaving?