

Employee Name Chloe Appleby

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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?

test

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 |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

4. I felt valued by my team

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|-------------------------------------|----------|-------------------|
| - | - | <input checked="" type="checkbox"/> | - | - |

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 |
|-------------------------------------|-------|---------|----------|-------------------|
| <input checked="" type="checkbox"/> | - | - | - | - |

7. Promotions and transfers were often available.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------------------------|
| - | - | - | - | <input checked="" type="checkbox"/> |

8. What else?

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Communication

9. Communication was effective

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

10. Other comments on communication

Effective Leadership

11. Leaders were fair and consistent in their approaches

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|-------------------------------------|-------|---------|----------|-------------------|
| <input checked="" type="checkbox"/> | - | - | - | - |

12. Leadership provided clear vision and direction.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

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 |
|----------------|-------|---------|-------------------------------------|-------------------|
| - | - | - | <input checked="" type="checkbox"/> | - |

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

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

Manager

16. My manager gave me adequate support.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|-------------------------------------|----------|-------------------|
| - | - | <input checked="" type="checkbox"/> | - | - |

17. My manager assessed my performance adequately.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|-------------------------------------|-------|---------|----------|-------------------|
| <input checked="" type="checkbox"/> | - | - | - | - |

18. My manager consistently gave me feedback

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|-------------------------------------|-------------------|
| - | - | - | <input checked="" type="checkbox"/> | - |

19. My manager was consistent and fair

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|-------------------------------------|----------|-------------------|
| - | - | <input checked="" type="checkbox"/> | - | - |

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 |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

22. My job had enough variety to keep me interested

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|-------------------------------------|----------|-------------------|
| - | - | <input checked="" type="checkbox"/> | - | - |

23. It was worth getting out of bed in the morning to come to work.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|-------------------------------------|-------------------|
| - | - | - | <input checked="" type="checkbox"/> | - |

24. I felt a sense of purpose at work.

test

Pay & Benefits

25. I was satisfied with Pay

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|-------------------------------------|----------|-------------------|
| - | - | <input checked="" type="checkbox"/> | - | - |

26. I thought pay was fair amoung my colleagues and team

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

27. I was satisified with benefits offered

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|-------------------------------------|-------------------|
| - | - | - | <input checked="" type="checkbox"/> | - |

28. Other comments on pay

test

Work Conditions

29. I was happy with flexibility options at Blue Day

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------------------------------------|---------|----------|-------------------|
| - | <input checked="" type="checkbox"/> | - | - | - |

30. There was not an inherent level of stress in my job

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|-------------------------------------|-------|---------|----------|-------------------|
| <input checked="" type="checkbox"/> | - | - | - | - |

31. The workload was at the right level

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------------------------|
| - | - | - | - | <input checked="" type="checkbox"/> |

32. Other comments on Working Conditions

test

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.

2nd Choice - Pay & Benefits

Custom Questions

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