

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
-	<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

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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.

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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 among my colleagues and team

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

27. I was satisfied with benefits offered

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

28. Other comments on pay

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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

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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

1st Choice - Being Valued

Custom Questions

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