

Employee Name Adam Poh

Employee Email georgiytampko002@gmail.com

Position Title CEO

Hire Date Jan 10, 2017

Resignation Date Jan 10, 2018

Exit Date Feb 10, 2018

## 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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## Effective Leadership

9. Leaders were fair and consistent in their approaches

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

10. Leadership provided clear vision and direction.

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

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

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### Pay & Benefits

12. I was satisfied with Pay

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

13. I thought pay was fair among my colleagues and team

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

14. I was satisfied with benefits offered

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

15. Other comments on pay

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### Work Conditions

16. I was happy with flexibility options at Blue Day

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

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

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

18. The workload was at the right level

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

### Final Question

19. Of the following reasons, what most contributed to you resigning from Blue Day. Please provide a first and second preference.

2<sup>nd</sup> Choice - Career Opportunities

1<sup>st</sup> Choice - Pay & Benefits

### Custom Questions

20. Anything else

No

