

Conversational Exit Interview

A Guide for Leadership

1. What led to your decision to leave the department?
2. Was there a specific moment or factor that influenced your decision most?
3. How would you describe your overall experience as a member?
4. Did you feel adequately supported and welcomed by leadership and other members?
5. Were training and development opportunities sufficient for your goals?
6. Did you feel that your time and contributions were appreciated and recognized?
7. How would you describe the department's culture and morale?
8. Were there any barriers that made volunteering difficult for you?
9. What changes could we make to improve retention and the experience for future members?
10. Would you consider returning to the department in the future?
11. Is there anything else you'd like us to know?