Listed below are samples of the types of exit interview questions that employers commonly ask departing employees.

* What is your primary reason for leaving?
* Did anything trigger your decision to leave?
* What was most satisfying about your job?
* What was least satisfying about your job?
* What would you change about your job?
* Did your job duties turn out to be as you expected?
* Did you receive enough training to do your job effectively?
* Did you receive adequate support to do your job?
* Did you receive sufficient feedback about your performance between merit reviews?
* Were you satisfied with this company's merit review process?
* Did this company help you to fulfill your career goals?
* Do you have any tips to help us find your replacement?
* What would you improve to make our workplace better?
* Were you happy with your pay, benefits and other incentives?
* What was the quality of the supervision you received?
* What could your immediate supervisor do to improve his or her management style?
* Based on your experience with us, what do you think it takes to succeed at this company?
* Did any company policies or procedures (or any other obstacles) make your job more difficult?
* Would you consider working again for this company in the future?
* Would you recommend working for this company to your family and friends?
* How do you generally feel about this company?
* What did you like most about this company?
* What did you like least about this company?
* What does your new company offer that this company doesn't?
* Can this company do anything to encourage you to stay?
* Before deciding to leave, did you investigate a transfer within the company?
* Did anyone in this company discriminate against you, harass you or cause hostile working conditions?
* Any other comments?