

**Subject: HRD- Exit Interview Results**

**FY 2022 Proposed Budget  
Budget Work Session Follow-up**

**4/14/2021**

The following information is provided in response to a request made by Ms. Garvey at the work session on 3/25/2021, regarding the following question:

Can you provide more information on what we learn from exit interviews?

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Exit interviews are provided to departing employees via an online link or, if requested, are provided as an in-person survey. Approximately 8% of departing employees complete the exit interview. Results are compiled and summarized by Gartner, Inc. The latest exit interview results are attached comparing data from the recent twelve months ending March 2021 against data compiled from the last three years.

# Results Summary

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Exit Survey

**Arlington County Government**

**Time Period**

Mar 2020 - Mar 2021

# Data Summary



## Response Summary

- **Time Period**  
Survey Completion Date  
Mar 2020 - Mar 2021
- **Response Count**  
(n = 36)



## Comparisons

- **Time Period**  
Survey Completion Date  
Mar 2018 - Mar 2021
- **Response Count**  
(n = 136)

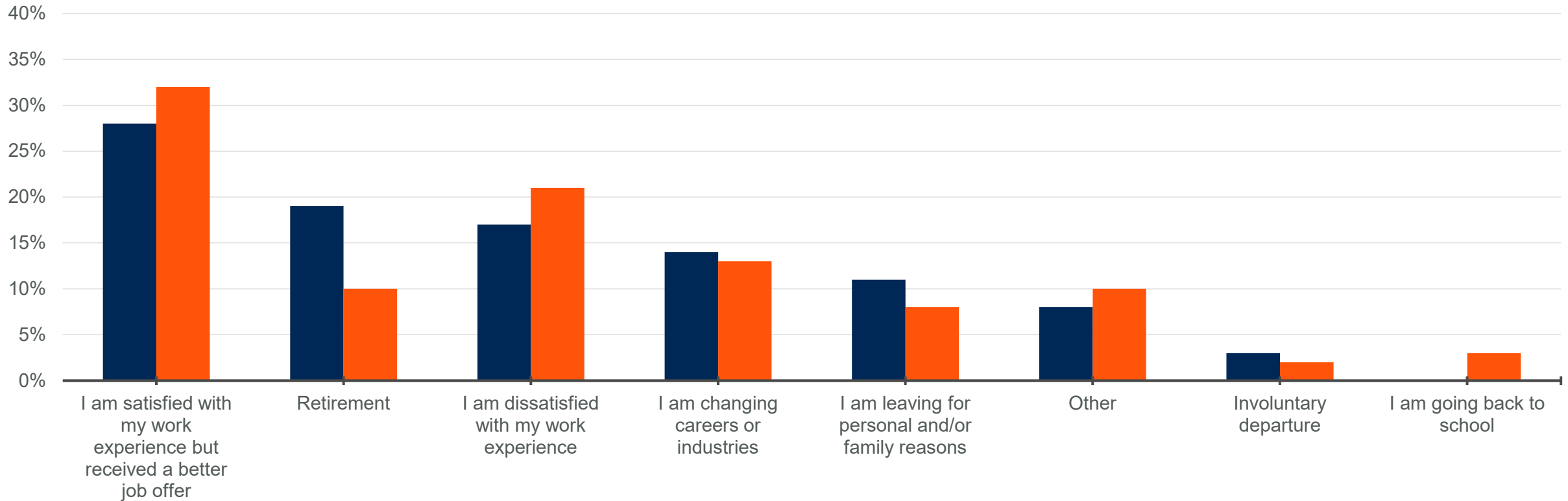
# Overall, how satisfied were you with your employment experience?

Response Count: 36

	Mar 2020 - Mar 2021 (n=36)	Mar 2018 - Mar 2021 (n=136)
Favorable	67% (n=24)	71% (n=97)
Neutral	17% (n=6)	12% (n=16)
Unfavorable	17% (n=6)	17% (n=23)

# What is the main reason you decided to leave? (select one)

Response Count: 36



● **My Survey**  
Mar 2020 - Mar 2021  
(n=36)

● **My Survey**  
Mar 2018 - Mar 2021  
(n=136)

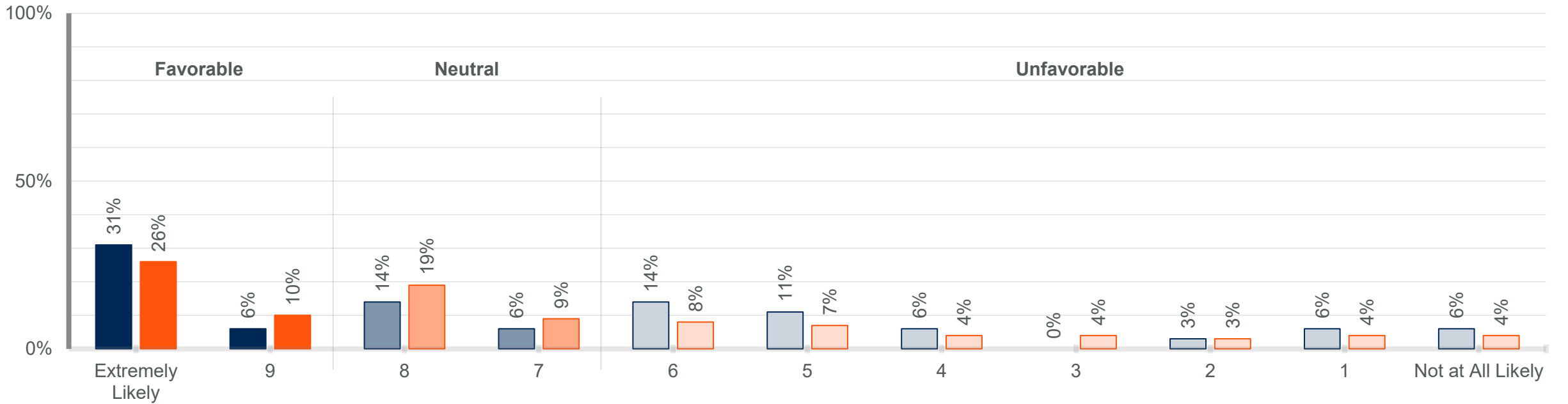
## What is the main reason you decided to leave? (select one)

Response Count: 36

	Mar 2020 - Mar 2021 (n=36)	Mar 2018 - Mar 2021 (n=136)
I am satisfied with my work experience but received a better job offer	28% (n=10)	32% (n=44)
Retirement	19% (n=7)	10% (n=14)
I am dissatisfied with my work experience	17% (n=6)	21% (n=29)
I am changing careers or industries	14% (n=5)	13% (n=17)
I am leaving for personal and/or family reasons	11% (n=4)	8% (n=11)
Other	8% (n=3)	10% (n=14)
Involuntary departure	3% (n=1)	2% (n=3)
I am going back to school	0% (n=0)	3% (n=4)

# How likely is it that you would recommend this Arlington County to a friend or colleague as a great place to work?

Response Count: 36

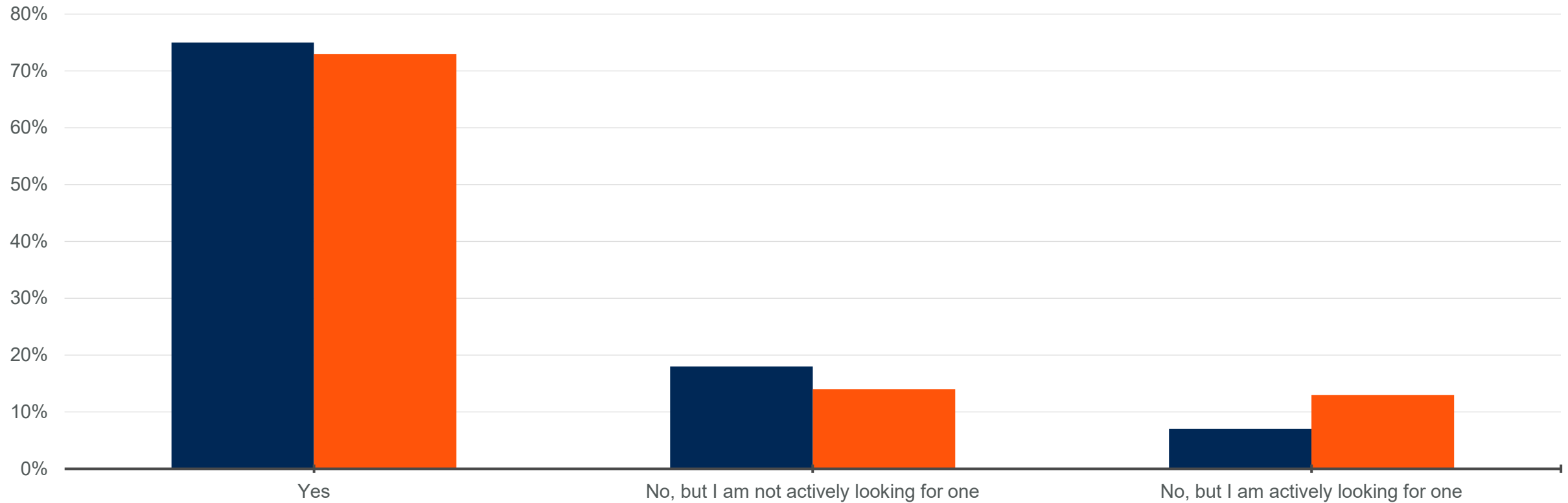


● **My Survey**  
Mar 2020 - Mar 2021  
(n=36)

● **My Survey**  
Mar 2018 - Mar 2021  
(n=136)

# Before resigning from your position, had you accepted a job at another organization?

Response Count: 28



● **My Survey**  
Mar 2020 - Mar 2021  
(n=28)

● **My Survey**  
Mar 2018 - Mar 2021  
(n=119)



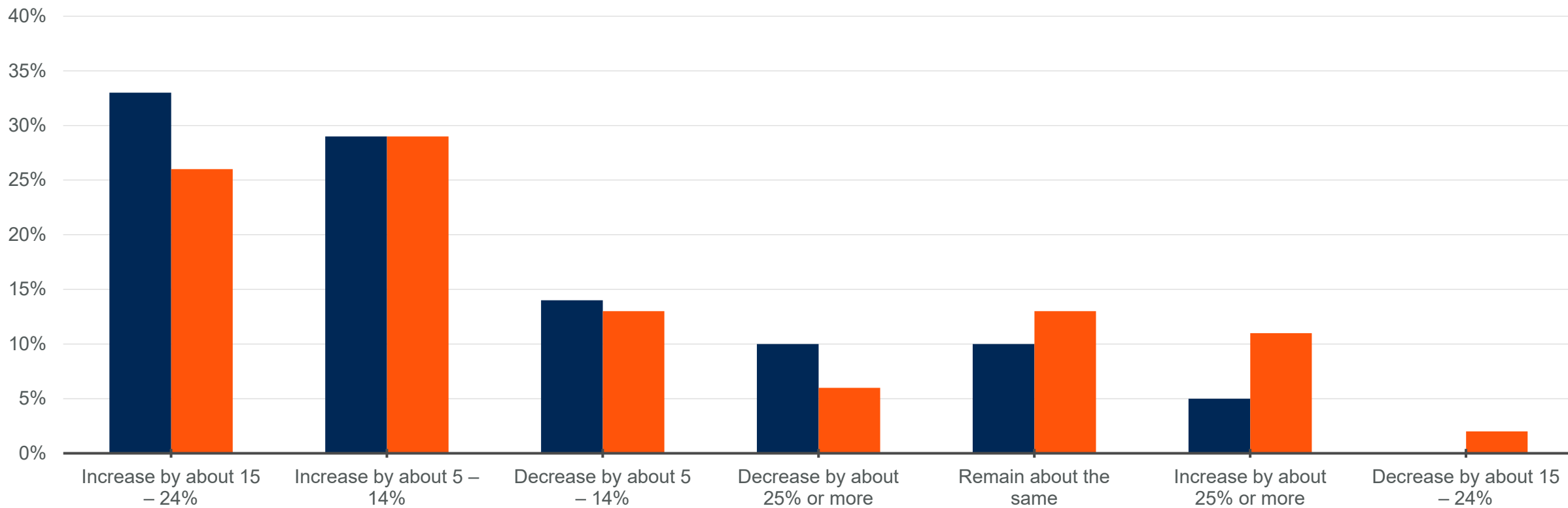
# Was your new job unsolicited or the result of an active search?

Response Count: 21

	Mar 2020 - Mar 2021 (n=21)	Mar 2018 - Mar 2021 (n=87)
It was the result of an active job search	86% (n=18)	77% (n=67)
I received an unsolicited offer from another organization	14% (n=3)	23% (n=20)

# In your new position, how do you expect your total compensation to change?

Response Count: 21



● My Survey  
Mar 2020 - Mar 2021  
(n=21)

● My Survey  
Mar 2018 - Mar 2021  
(n=87)

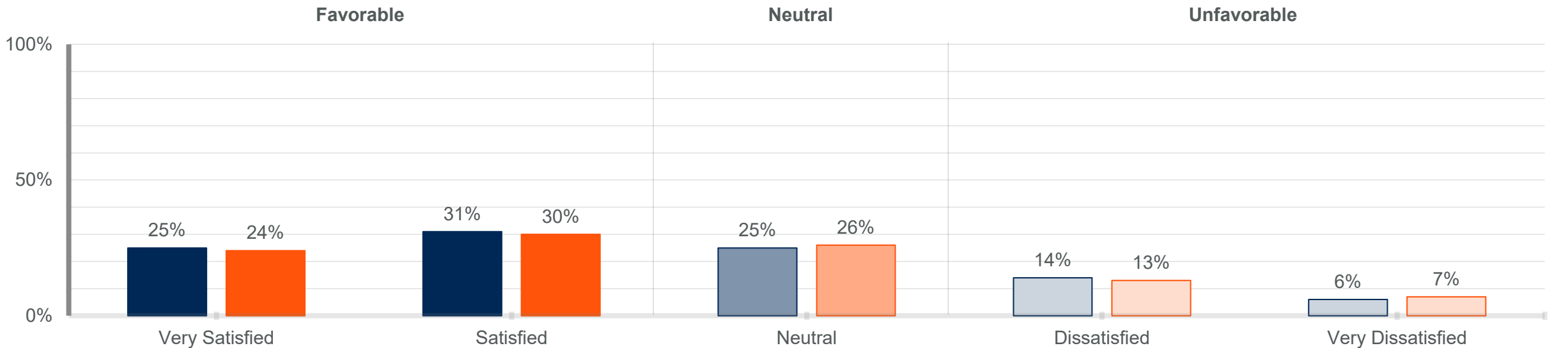
**What organization are you moving to? If you are uncomfortable providing the organization name, please provide the industry or type of organization. If you've already left, please list your current employer.**

Response Count: 17

	<b>Occurences</b>
Private	4
Federal Govt	3
Local Govt	3
Amazon	2
Health Services	2
Boeing	1
Booz	1
University	1

# How satisfied are you (or were you) with the way your career and development needs were assessed and met?

Response Count: 36

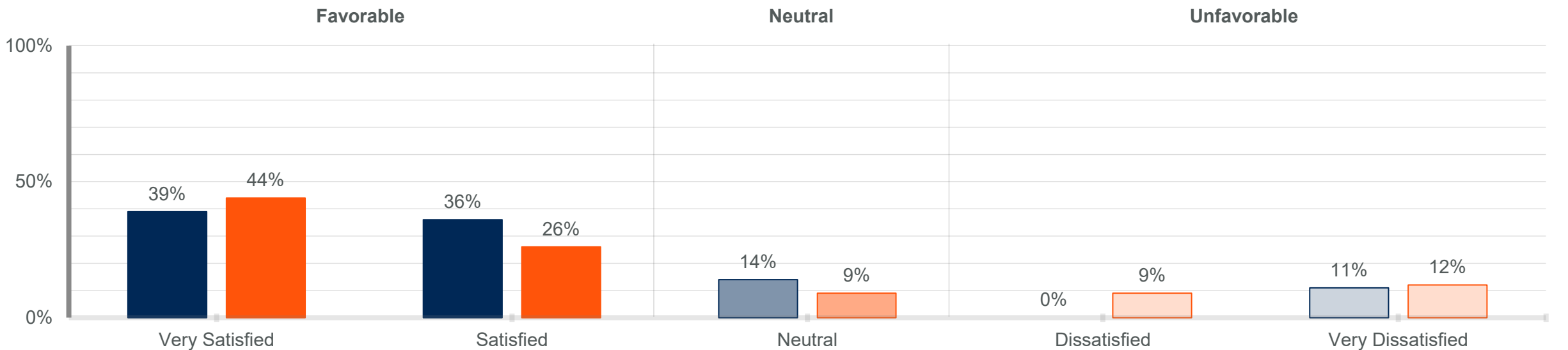


● My Survey  
Mar 2020 - Mar 2021  
(n=36)

● My Survey  
Mar 2018 - Mar 2021  
(n=136)

# How satisfied are you (or were you) with the quality of your relationship with your direct manager or supervisor?

Response Count: 36

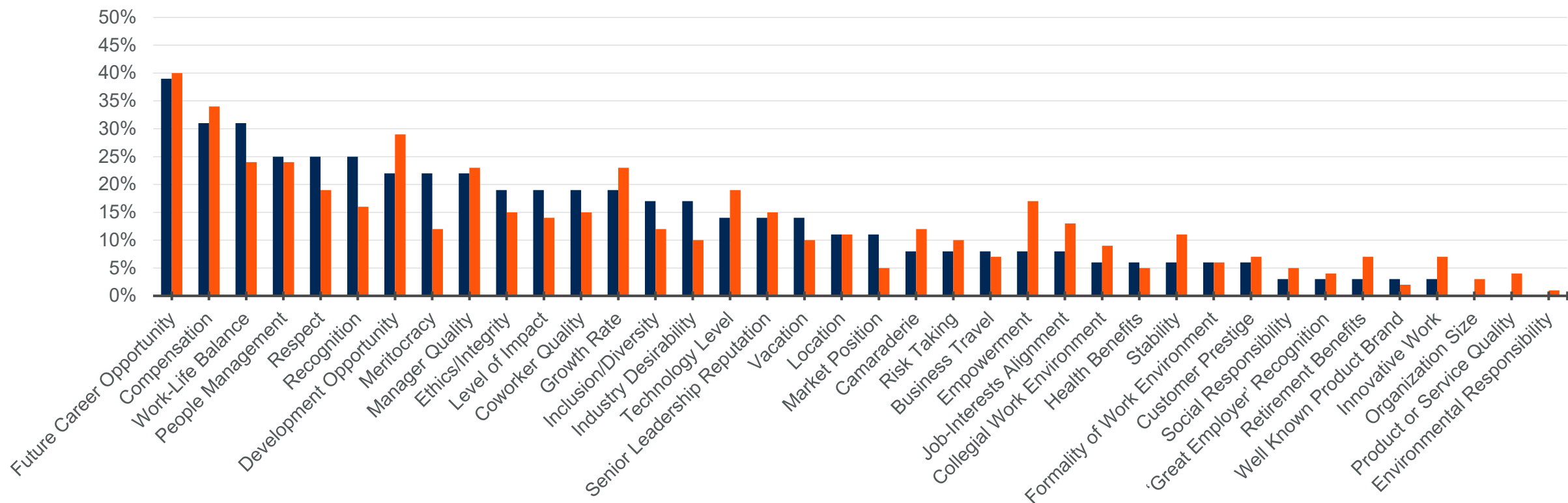


**My Survey**  
01 Mar 2020 - 29 Mar 2021  
(n=36)

**My Survey**  
09 Mar 2018 - 26 Mar 2021  
(n=136)

# Of the below characteristics, please select the top 5 that you were most dissatisfied with during your employment.

Response Count: 36



● **My Survey**  
Mar 2020 - Mar 2021  
(n=36)

● **My Survey**  
Mar 2018 - Mar 2021  
(n=136)

# How would you describe culture of our organization?

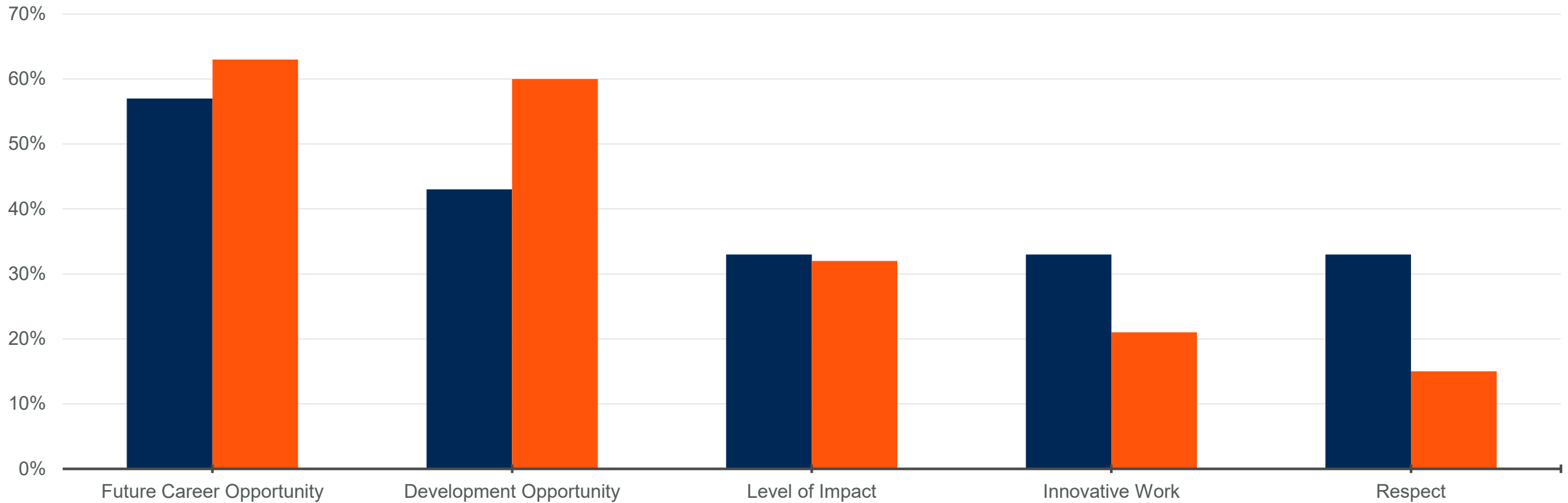
Response Count: 21



Words with a higher response frequency are taller, wider, and darker.

# Please select the top 5 characteristics below that you expect to be improved at your new organization. (Top 5)

Response Count: 21



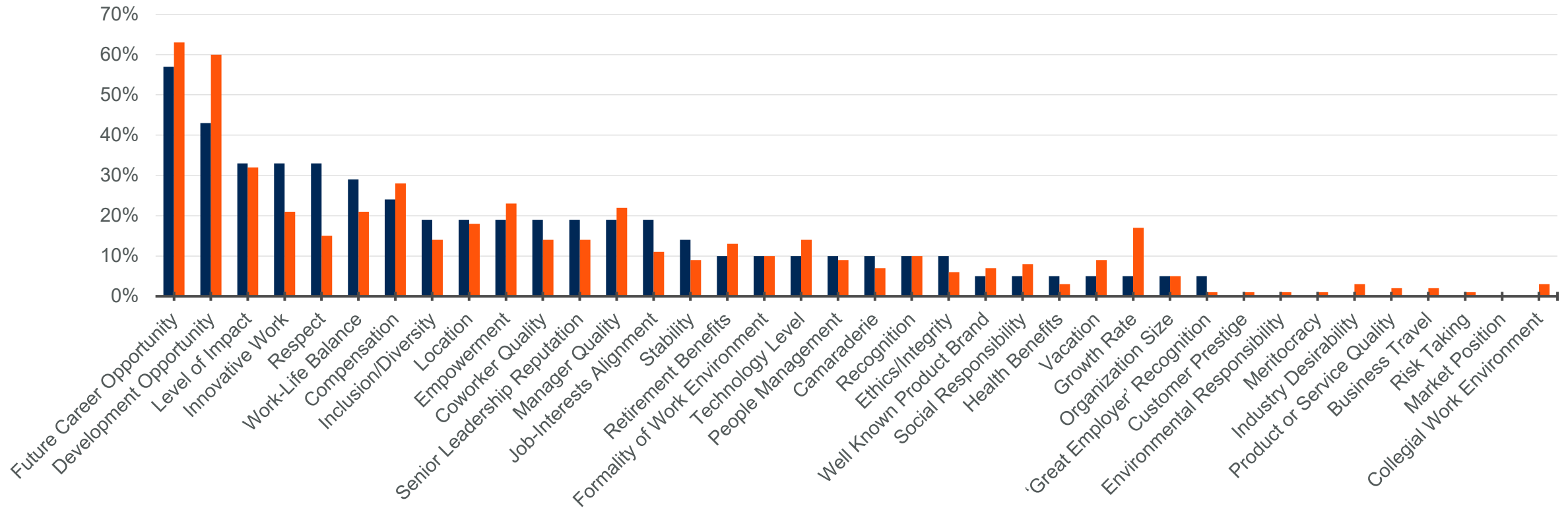
● My Survey  
Mar 2020 - Mar 2021  
(n=21)

● My Survey  
Mar 2018 - Mar 2021  
(n=87)



# Please select the top 5 characteristics below that you expect to be improved at your new organization.

Response Count: 21



● My Survey

01 Mar 2020 - 29 Mar 2021  
(n=21)

● My Survey

09 Mar 2018 - 26 Mar 2021  
(n=87)