

LastOpinion

Exit interview report



REPORT GENERATED:	01/04/2018
LEAVER NAME:	JAYNE BRIGHT
TYPE OF LEAVER:	HAPPY
SENSITIVITY:	PRIVATE & CONFIDENTIAL



Introduction

This report is confidential and is intended for access by relevant members of the HR team, although it can also be shared with **Jayne Bright** who completed the LastOpinion Exit Questionnaire on **22/03/2018**.

This report enables you to focus on the drivers that caused Jayne to resign from her job within your organisation. This report has also been designed so that it can be used with an individual leaver or in conjunction with LastOpinion group based reports, which provide a strategic overview of your leaving population.

Before reading this report, we would recommend that you are clear on the following:

- Why your organisation has decided to use LastOpinion (**NB** It will help you engage managers in the process if you can explain the reasons behind this process).
- The level of confidentiality that has been promised to leavers completing the questionnaire.
- If applicable, how this level of confidentiality will be respected during any follow-up conversations.
- If applicable, the expected outcomes from exploring feedback with the leaver.

Who should have access to this report?

This report should be used and stored in line with the levels of confidentiality promised to the individual in completing the questionnaire, and with your wider organisational policies on confidentiality and data protection.

Please ensure that whoever conducts any follow-up discussion with the leaver knows how to interpret the data within this report, has been properly briefed and has the appropriate level of skills to conduct such a conversation.

greatwithtalent ltd can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents. This report is confidential and should not be published in any way. greatwithtalent ltd and its associated companies cannot guarantee that the contents of this report are the unchanged output of the online reporting engine.



Leaving summary

Type of Leaver:	Unhappy
	Left due to dissatisfaction with the job: <input checked="" type="checkbox"/>
	Left due to dissatisfaction with the organisation: <input type="checkbox"/>
Impact on Brand:	Positive
	The leaver would recommend your organisation as a place to work.
Potential Re-Hire:	No
	The leaver would not consider working for your organisation again.
Tenure:	0-3 months
	Low tenure indicates an issue with your recruitment and onboarding processes*
	Recruited: Via a recruitment selection company
Intending to Stay:	5-6 Years

* Problems with low tenure can be addressed using our new starter questionnaire OnBoarder. More information is available at OnBoarder.com



Leaving profile

There is a maximum score of ten per area; the areas are ranked in order of impact on the decision to leave.

Blocks of green indicate a likely organisational strength as they played no/little part in the person's decision to leave.

		1	2	3	4	5	6	7	8	9	10
1	Job Satisfaction An interesting and enjoyable job, and one considered important.	■	■	■	■	■	■	■	■	■	■
2	Career Progression Defined opportunities to advance through the organisation. A sense career progression is taken seriously.	■	■	■	■	■	■	■	■	□	□
3	Salary & Rewards Rewarded fairly for effort based on performance and is competitive in the wider market place.	■	■	■	■	■	□	□	□	□	□
4	Personal Growth A job that identifies and supports development needs and stretches capabilities.	■	■	■	■	■	□	□	□	□	□
5	Vertical Relationship An approachable, motivational manager who provides regular feedback and acts as a role model.	■	■	■	■	□	□	□	□	□	□
6	Cooperation Supportive relationships, a team atmosphere, respect between colleagues.	■	■	□	□	□	□	□	□	□	□
7	Well-Being Maintaining a work-life balance, workloads which do not cause stress.	■	■	□	□	□	□	□	□	□	□
8	Organisational Confidence Working for a successful organisation that is well led, has good people and a strong future.	■	□	□	□	□	□	□	□	□	□
9	Loyalty & Trust The organisation acts in the interest of its employees and delivers on promises that are made.	■	□	□	□	□	□	□	□	□	□
10	Ethical Standards Belief in the purpose and ethical principles of the organisation, promoting diversity and equal opportunities.	■	■	■	■	■	■	■	■	■	■
11	Independence Freedom to organise work and set self targets. Scope to try new ways of doing things.	■	■	■	■	■	■	■	■	■	■
12	Working Conditions Comfortable working environment with good facilities, and reliable and effective equipment.	■	■	■	■	■	■	■	■	■	■



Destination profile

Role	A similar role, same industry
Job Level	A step up in your career
Organisation Type	Large commercial (> 1000 employees)
Industry Sector	Business services
New Base Salary	30% higher
New Total Reward	40% higher

Additional notes



Jayne's leaving reasons

This section provides you with two pieces of insight into Jayne's responses to the 48 items within the LastOpinion questionnaire.

- Firstly, Jayne's own responses (indicated by a bolded box).
- Secondly, how her responses compare/relate to those of other leavers from the selected comparison group. This is provided in terms of percentage distribution across the Key (K) reason for leaving, Minor (M) area of dissatisfaction, and Not (N) a leaving reason options.

This allows you to understand whether Jayne's response is typical of the comparison group, or represents a more unusual response. For example, if Jayne has responded in the least common way to a particular statement, then this may be worth exploring in more detail during a face-to-face interaction.

Jayne has been compared with the following comparison group: great{with}talent - Total Group. This group (36,360 leavers) represents data collected using the LastOpinion Questionnaire, across a wide range of job types, organisations and industry sectors.

A. The job

		K	M	N
Personal Growth	Lack of training / development opportunities	22	21	57
	Lack of opportunities to gain new qualifications	17	18	65
Job Satisfaction	Work not challenging enough	26	22	52
	Uninteresting work / boredom	26	23	51
	Routine work / lack of variety	25	24	51
	Did not find the job meaningful	22	19	60
	My skills did not match the job	15	15	70
Independence	Lack of independence in carrying out the job	7	11	82
	Not given enough responsibility	12	17	71
	Unable to try new ways of working	10	16	74

K Key Reason **M** Minor Area of Dissatisfaction **N** Not a Reason for Leaving



Jayne's leaving reasons (continued)

B. The people

		K	M	N
Cooperation	Lack of teamwork / cooperation	20	18	62
	Conflict with colleagues	12	13	76
	Low morale	29	21	50
Vertical Relationship	Poor relationship with supervisor / manager	14	13	73
	Unfair treatment by supervisor / manager	11	11	78
	Lack of support from supervisor / manager	17	14	69
	Incompetence of supervisor / manager	13	12	75

C. The transaction

		K	M	N
Salary & Rewards	Inadequate level of pay	26	25	49
	More competitive salary available elsewhere	31	20	49
	Lack of relationship between job performance and reward	31	24	45
	Better benefits package available elsewhere	21	19	60
	Dissatisfied with performance appraisal system	15	17	68
Career Progression	Lack of promotion opportunities	31	21	48
	Promotion too slow	24	19	57
	More senior position available elsewhere	23	16	61
	Unclear as to how to progress within the organisation	25	22	54
Loyalty & Trust	Job not as advertised or described during recruitment	8	11	81
	Promises not kept by management	18	17	65
	Management did not act in the interests of staff	20	18	62
	Job was 'oversold' to me	10	11	79

K Key Reason
 M Minor Area of Dissatisfaction
 N Not a Reason for Leaving



Jayne's leaving reasons (continued)

D. The organisation

		K	M	N
Organisational Confidence	Lack of job security	9	11	81
	Incompetence of colleagues	13	20	67
	Lack of confidence in the future of the organisation	16	18	66
	Poor communication by senior management	26	23	51
	Inefficient systems / processes	19	23	58
Ethical Standards	Harassment or bullying	7	8	85
	Unfair treatment because of your age, gender, disability, ethnic origin, sexuality or spirituality	4	7	89
	Unethical business practices by the organisation	4	7	89
	Lack of belief in the purpose of the organisation	9	12	79

E. The environment

		K	M	N
Well-Being	Inflexible working arrangements	12	13	75
	Excessive hours	10	15	75
	Poor work-life balance	17	15	68
	Excessive workload	13	16	71
	Job too stressful	11	17	72
Working Conditions	Unsafe working conditions	4	6	90
	Unreliable equipment	5	13	82
	Uncomfortable working environment	9	14	77
	Poor facilities (e.g. cafeteria, toilets, parking)	6	12	83

K Key Reason
 M Minor Area of Dissatisfaction
 N Not a Reason for Leaving



Jayne's final thoughts

In the final section of the LastOpinion Exit Questionnaire Jayne had the opportunity to describe in their own words their reasons for leaving and what they enjoyed most about the organisation. These are Jayne's exact words, including any typing errors or spelling mistakes.

Please describe the main reason why you are leaving:

The main reason I am leaving.....

What was the one thing you enjoyed most about your job or where you worked:

The one thing I enjoyed most.....



About Jayne

Gender	Female
Age	31 – 35
Ethnic Origin	White British
Educational Qualifications	Degree
Department	Marketing & Sales
Job Title	Sales Manager (London)
Occupation	Managerial
Position Type	Part Time, Permanent

Additional notes
