



Exit Interview Questions To Ask Employees In 2026

A practical collection of exit interview questions designed to help you uncover honest feedback, identify turnover patterns, and strengthen retention strategies in 2026.

Exit Interview Questions About Overall Experience And Satisfaction

#1 How would you describe your overall experience working here?

#6 Were there secondary factors that contributed to your decision?

#2 Did the role match the expectations set during the hiring process?

#7 If you could change one thing about your experience here, what would it be?

#3 At what point during your time here did you feel most engaged?

#8 Would you recommend this company to a friend looking for a job? Why or why not?

#4 When did you first start thinking about leaving?

#9 How did your feelings about the company change over time?

#5 What was the primary reason you decided to leave?

#10 Is there anything that could have been done to keep you here?

Exit Interview Questions About Management And Leadership

#1 How would you describe your relationship with your direct manager?

#2 Did your manager provide regular and constructive feedback?

#3 Did you feel comfortable raising concerns with your manager?

#4 How well did your manager support your professional growth?

#5 Were expectations for your role clearly communicated by your manager?

#6 Did you feel recognized for your contributions by your manager?

#7 How would you describe the leadership style in your department?

#8 Did senior leadership communicate company direction in a way that felt relevant to your work?

#9 Were there situations where you felt unsupported by management? If so, can you share an example?

#10 What is one thing your manager could have done differently?

Exit Interview Questions About Role, Growth, And Development

#1 Did your role allow you to use your strongest skills?

#2 Were there skills you wanted to develop but did not get the opportunity to?

#3 How would you rate the learning and development opportunities available to you?

#4 Did you have a clear understanding of what career advancement looked like in this organization?

#5 Were career conversations with your manager frequent enough?

#6 Did you feel that promotions and role changes were handled fairly?

#7 Was your workload reasonable and sustainable over time?

#8 Did the responsibilities of your role change significantly from when you were hired?

#9 Were there projects or assignments you found particularly meaningful?

#10 Did you feel your contributions had a visible impact on the organization?

Exit Interview Questions About Team Dynamics And Collaboration

#1 How would you describe the dynamics within your immediate team?

#6 Was there a sense of trust within your team?

#2 Did you feel like a valued member of your team?

#7 How would you describe the level of support you received from peers?

#3 How effective was collaboration between your team and other departments?

#8 Were team meetings productive and well-organized?

#4 Were conflicts within the team addressed openly and fairly?

#9 Did you experience any interpersonal challenges that affected your work?

#5 Did you feel comfortable sharing ideas and feedback with your colleagues?

#10 What is one thing that would have improved how your team worked together?

Exit Interview Questions About Compensation, Benefits, And Recognition

#1

How satisfied were you with your compensation relative to your role and responsibilities?

#6

Did you feel your work was recognized in meaningful ways beyond compensation?

#2

Did you feel your pay was competitive compared to similar roles in the market?

#7

Were non-monetary benefits, such as flexibility or wellness programs, valuable to you?

#3

Were the benefits offered here important to your overall satisfaction?

#8

Did you understand how compensation decisions were made in this organization?

#4

Is compensation a significant factor in your decision to leave?

#9

Were there benefits or perks offered by your new employer that we do not provide?

#5

How did you feel about the frequency and fairness of salary reviews?

#10

If compensation were adjusted, would it have changed your decision to leave?

Exit Interview Questions About Culture, Communication, And Final Reflections

#1 How would you describe the company culture in your own words?

#2 Did the company's values align with how things actually worked day to day?

#3 Did you feel informed about important company decisions and changes?

#4 How effective was internal communication across the organization?

#5 Did you feel that diversity and inclusion were genuinely prioritized?

#6 Was there anything about the culture that made it harder to do your job well?

#7 What would you tell someone considering joining this company?

#8 Is there feedback you wanted to share during your time here but never had the chance to?

#9 What is the one thing this organization does well that it should keep doing?

#10 What is the one thing this organization should change first?



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