

Exit Survey

Sample Company, Inc.

Current Period:

Jan 1, 2024 - Dec 31, 2024

of departing employees: 125

of responses: 81

Response rate: 65%

Previous Period (for trending purposes):

Jan 1, 2023 - Dec 31, 2023

McLean Employee Experience Score

How likely would you be to recommend this organization to a qualified friend or a family member as a great place to work?

 **Detractors**
Answered 0 - 6

 **Passives**
Answered 7 - 8

 **Supporters**
Answered 9 - 10



40% -

32
Responses

28% -

23
Responses

32% -

26
Responses

Employee Experience Score

-7.41

Previous Period Employee Experience Score

-5.50

McLean & Co. Exit Benchmark Average

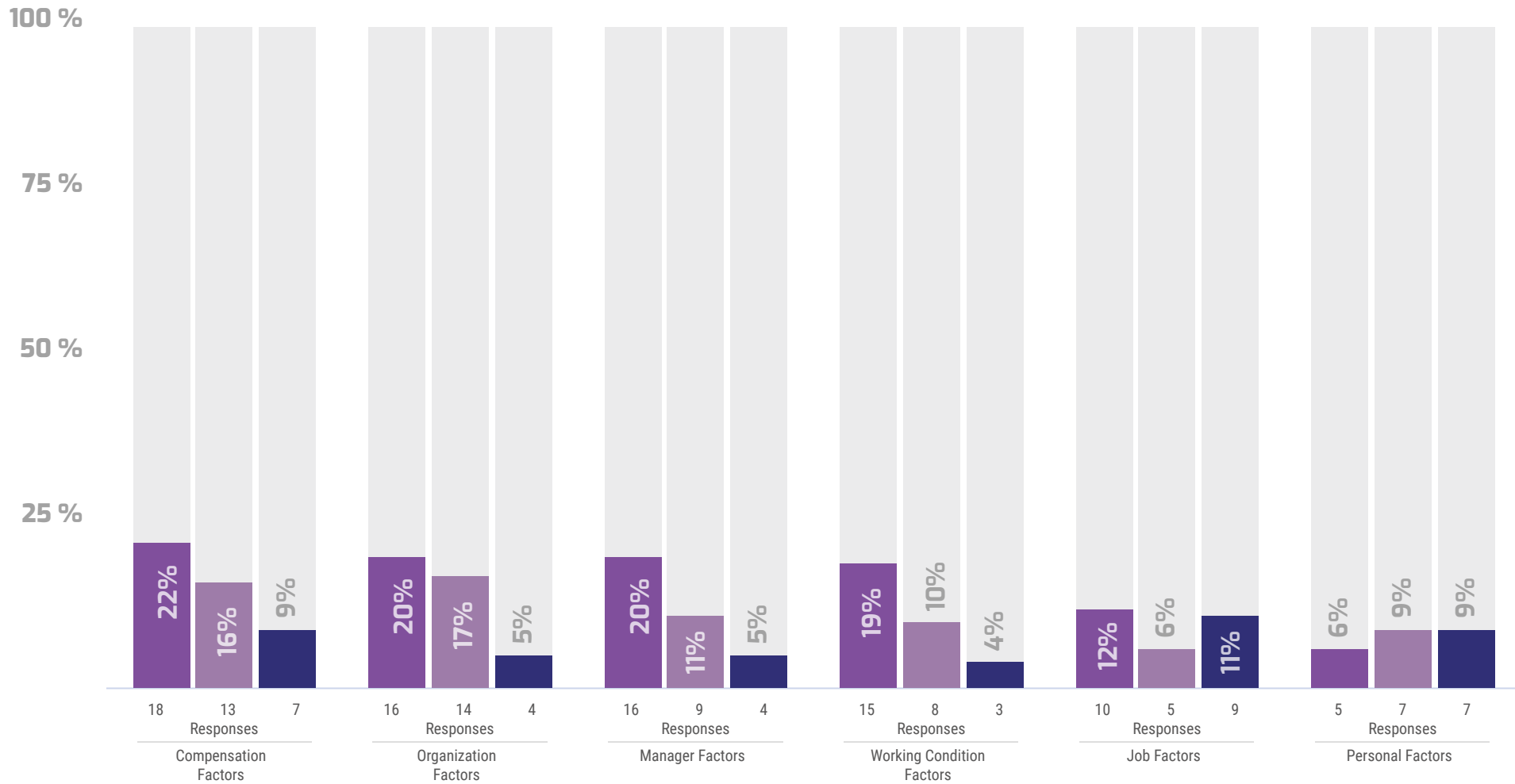
-22.13

Employee Experience Score = % Supporters - % Detractors

Factor Ranking

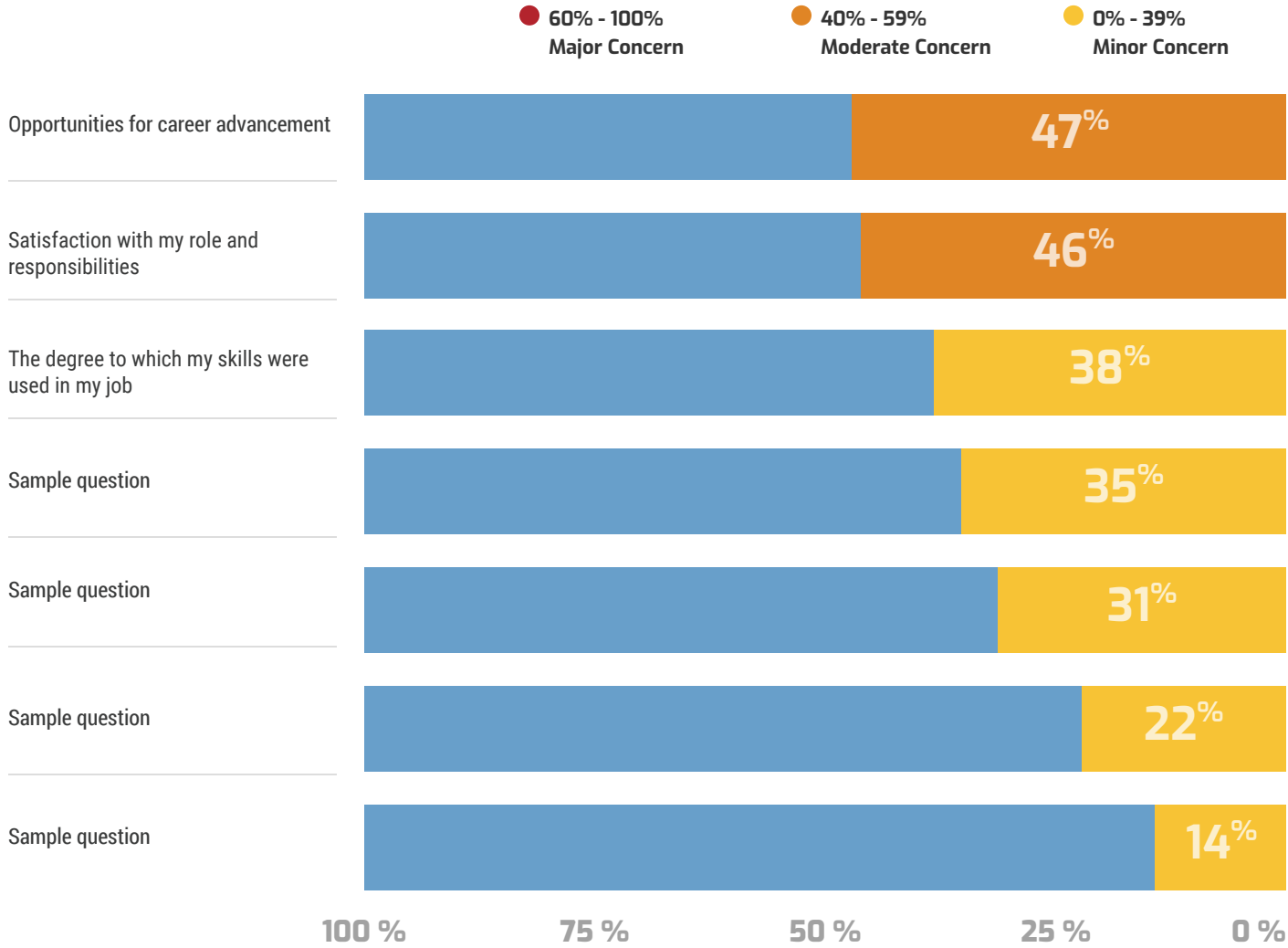
Percent of respondents selecting each factor as their 1st, 2nd or 3rd ranked reason for leaving.

● Ranked 1st ● Ranked 2nd ● Ranked 3rd



Job Factors

● Low Impact ● High Impact

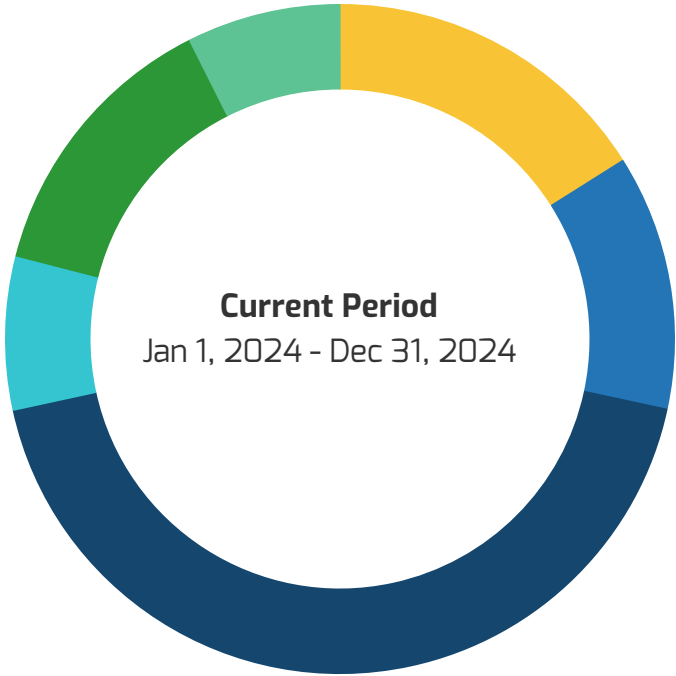


Factor	Previous high impact score	McLean & Co. Benchmark	% of primary reason for leaving
Opportunities for career advancement	45% (+2)	49% (-2)	16%
Satisfaction with my role and responsibilities	50% (-4%)	42% (+4)	11%
The degree to which my skills were used in my job	20% (+18)	33% (+5)	7%
Sample question	30% (+5)	39% (-4)	12%
Sample question	33% (-2)	32% (-1)	5%
Sample question	22% (-)	25% (-3)	4%
Sample question	13% (+1)	17% (-3)	4%

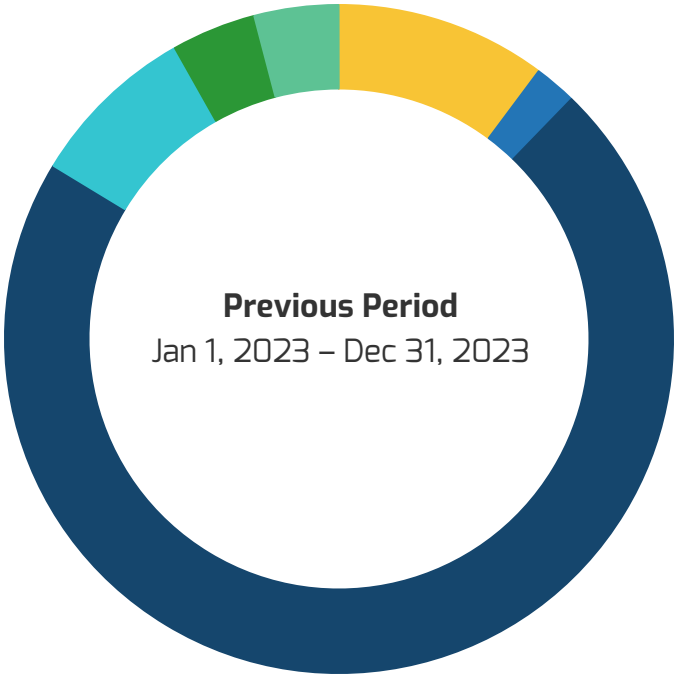
Sample Company, Inc.
 Current Period: Jan 1, 2024 - Dec 31, 2024
 Previous Period: Jan 1, 2023 - Dec 31, 2023

of departing employees: 125
 # of responses: 81
 Response rate: 65%

Personal Factors



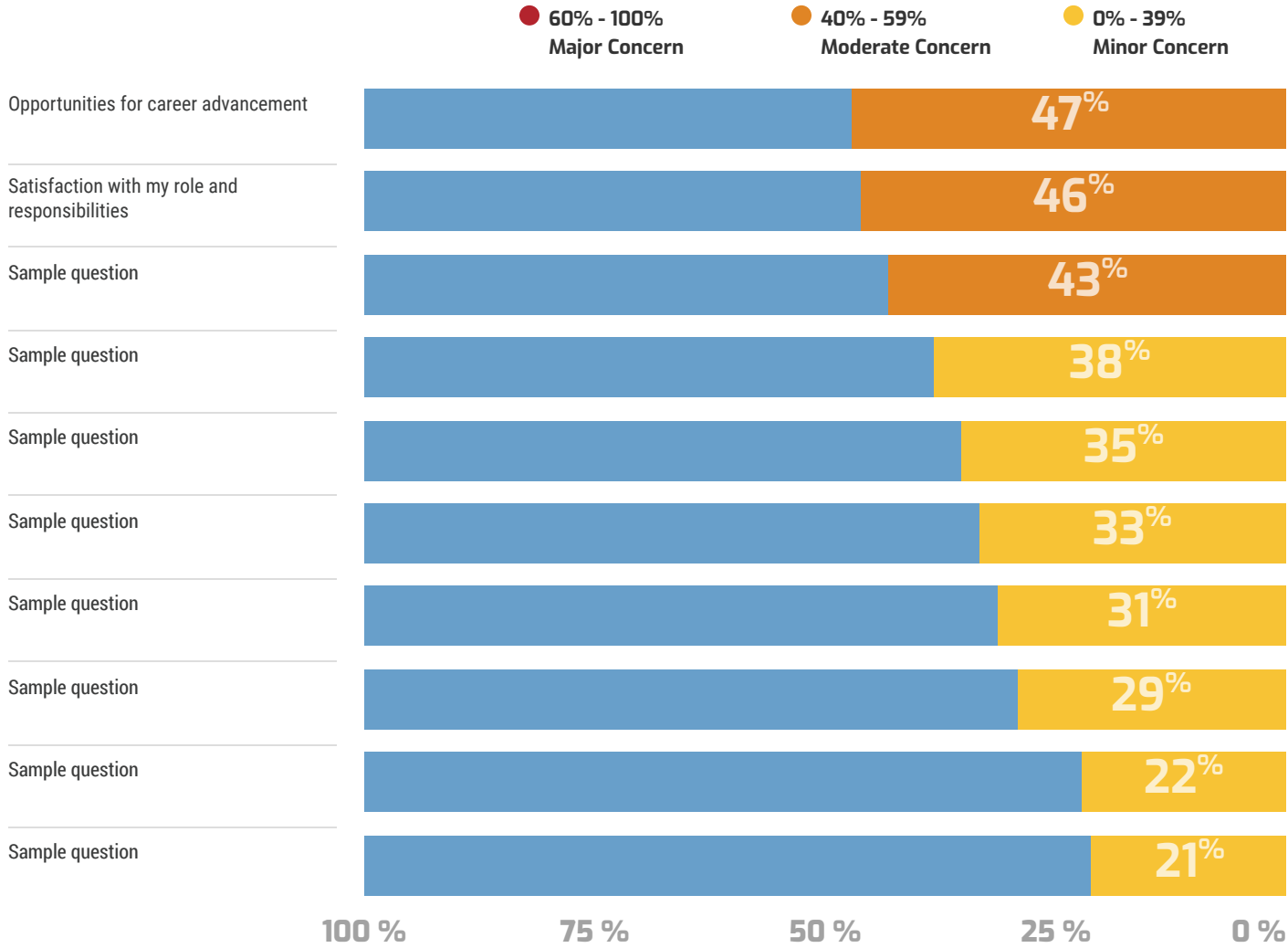
Retirement	n = 0 (0%)
Family, lifestyle, or health considerations	n = 13 (16%)
Relocation	n = 10 (12%)
I didn't leave for a personal reason	n = 35 (43%)
Sample option	n = 6 (7%)
Sample option	n = 11 (14%)
Sample option	n = 6 (7%)



Retirement	n = 0 (0%)
Family, lifestyle, or health considerations	n = 5 (6%)
Relocation	n = 1 (1%)
I didn't leave for a personal reason	n = 35 (43%)
Sample option	n = 4 (5%)
Sample option	n = 2 (2%)
Sample option	n = 2 (2%)

Top 10 Reasons for Leaving

● Low Impact ● High Impact



Previous high impact score	McLean & Co. Benchmark	% of primary reason for leaving
45% (+2)	49% (-2)	16%
50% (-4)	42% (+4)	11%
40% (+3)	44% (-1)	14%
20% (+18)	33% (+5)	7%
30% (+5)	39% (-4)	12%
37% (-4)	33% (0)	8%
33% (-2)	32% (-1)	5%
29% (-)	12% (+17)	5%
22% (-)	25% (-3)	4%
30% (-9)	27% (-6)	6%

McLEAN &
COMPANY

mcleanco.com