# **SAMPLE EXIT INTERVIEW TEMPLATE**

# Volunteers may feel they can give more frank and open feedback when they have finished volunteering with your organization. An exit interview provides an opportunity to gather valuable feedback which can help your organization improve work practices and learn how to better retain volunteers. Volunteers are under no obligation to participate in an exit interview so do thank them for their time and honesty and remind them of the valuable contribution they have made during their placement. A simple checklist/template will ensure the exit interview process consistent and easy to complete. Exit interviews may be conducted in person or over the phone. Below is a

sample exit interview template which can be adapted for your organization.

*The following is a list of sample questions that can be ta a lord to your organization:*

We would appreciate feedback on your experience volunteering with us. We value your comments and look forward to using this information to improve our work practices so we may, in turn, provide a better-quality volunteering experience.

Name of Volunteer: \_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_ Volunteer role: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_ Dates of Volunteer Service: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Exit Interviewer\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_: Date \_\_\_\_\_\_\_\_\_\_\_\_\_

1. What is the primary reason you are leaving (please tick)?

Travel/moving out of area Type of volunteer work

Personal reasons Quality of Supervision

Self-Employment Working conditions

Career Opportunities Compensation and benefits

Health reasons Lack of Recognition

Other, please specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_ \_\_\_\_ \_\_\_\_\_\_ \_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_

1. What did you enjoy most about volunteering with us?
2. What did you like least about volunteering with us?
3. Did you feel adequately prepared for your role?
4. Do you feel the support and supervision you received was adequate?
5. Did any of our organization’s policies or procedures support or hinder your volunteering?
6. What suggestions would you make to improve our volunteer program?
7. Would you recommend our organization to others?
8. Is there anything else you would like to tell us about your volunteer experience?