Sheila Grosdidier, RVT, a consultant with VMC Inc., a veterinary consulting firm in Evergreen, Colo., and Indianapolis, provided the following example employee exit survey as part of her December article, "Hire the Right Fit."

Employee exit survey

Please take a moment to give us some feedback about your work experience with ABC Veterinary Medical Center. The information you share will help us better understand the work environment our practice provides and the needs and expectations of our employees. Please be candid; we value your opinion.

Circle the answer that most represents your experience or opinion using the following scale.

1 = Agree
2 = Somewhat agree
3 = Not sure
4 = Somewhat disagree
5 = Disagree

1. Overall this practice is a great place to work.
1 2 3 4 5

2. The practice policies and procedures are appropriate and logical.
1 2 3 4 5

3. The facility and work areas are generally in good condition.
1 2 3 4 5

4. I received good benefits.
1 2 3 4 5

5. My co-workers treated me with fairness and respect.
1 2 3 4 5

6. The practice manager and owner are interested in hearing employees' ideas and comments.
1 2 3 4 5

7. I was paid fairly for the work I did.
1 2 3 4 5

8. I understood what I needed to do to increase my pay.
1 2 3 4 5

9. I received adequate initial training to do my job.
1 2 3 4 5

10. I received adequate continuing education.
1 2 3 4 5

11. I understood the responsibilities of my position.
1 2 3 4 5

12. I understood the performance standards that I was expected to meet.
1 2 3 4 5

13. I felt clued in to what was going on in the practice and knew about changes that would influence my job.
1 2 3 4 5

14. The practice manager and owner were consistently willing to listen to my problems and answer my questions.
1 2 3 4 5

15. I was recognized for my contributions to the practice.
1 2 3 4 5

16. The level of employee teamwork and cooperation was consistently good.
1 2 3 4 5

Please answer the following questions in the space provided.

17. What additional training would you have liked to receive?

_____

_____

_____

18. What was the best part about working at this practice?

_____

_____

_____

19. What would you change about working in this practice to make your work easier or the practice more employee friendly?

_____

_____

_____

Thank you for your feedback. Please place this form in the envelope provided and return it to your manager.