

Government of Nova Scotia Exit Survey

The Government of Nova Scotia is committed to finding ways to make the workplace better. We appreciate the opportunity to receive your honest and objective opinions regarding the conditions of your work and the work environment. One important way to get this information is by speaking with departing employees. Our Exit Survey provides us with valuable information to measure our success and will help us identify ways to continually improve the working environment.

All information is held in strict confidence and is used for statistical summaries in a grouped form, not on an individual basis. This form will not be kept in your personnel file. The completion of this survey is voluntary.

To complete this survey manually, you will be asked a number of questions. For most questions the responses are:

Strongly disagree
Somewhat disagree
Neither disagree nor agree
Somewhat agree
Strongly agree
Not sure

You are asked to circle the response that most closely reflects your feeling on the particular question.

Please feel free to add additional comments as you see necessary and that you feel will better answer the particular question.

If this survey is being completed manually through an interview, the Human Resources professional in your department will send the survey forward. If you are completing this survey at home, once you complete the survey if you would send it back to your Human Resources Director in the envelope provided. The Human Resources Professional has also provided you with their phone number should you have any questions while you are completing the survey.

Thank you for your time in completing this survey. Your comments are valuable to us.

- Age
- Color
- Disability
- Gender
- Marital Status
- Race
- Religion
- Sexual Orientation

d) If you indicated that you experienced discrimination and/or harassment - I did feel free to talk to someone in authority about this experience.

- Yes
- No

5. If you were able to make changes or improvements to your workplace, the department or the government, what would they be?

Comments:

Feedback About Your Department and Your Job

6. My supervisor/manager could have prevented me from leaving.

- Strongly disagree
- Somewhat disagree
- Neither disagree nor agree
- Somewhat agree
- Strongly agree
- Not sure

Please explain:

7. The job I am leaving is what I expected. (Explained and described at the time of your interview)
- Strongly disagree
 - Somewhat disagree
 - Neither disagree nor agree
 - Somewhat agree
 - Strongly agree
 - Not sure
8. I was provided with adequate training/instruction and orientation which allowed me to succeed in this job.
- Strongly disagree
 - Somewhat disagree
 - Neither disagree nor agree
 - Somewhat agree
 - Strongly agree
 - Not sure
9. My performance reviews were conducted in a timely and fair manner.
- Strongly disagree
 - Somewhat disagree
 - Neither disagree nor agree
 - Somewhat agree
 - Strongly agree
 - Not sure
10. I was aware of the business goals and priorities for this department and felt supported in my efforts to achieve them.
- Strongly disagree
 - Somewhat disagree
 - Neither disagree nor agree
 - Somewhat agree
 - Strongly agree
 - Not sure
11. I would recommend this Department as a place to work.
- Yes
 - No

Comments on any of the above:

Feedback About Working for the Government

12. What did you like the most about working for the Government of Nova Scotia?

Comments:

13. I would consider working for the Government of Nova Scotia again.

- Yes
- No

If you responded that you would work for the Government of Nova Scotia again, please explain in what capacity you would consider. (For example, if you are retiring, would you consider coming back to work on a special project, or temporary, etc.)

14. **Overall Rating**

Please rate your overall experience working with the Government of Nova Scotia by selecting one of the following:

- Very dissatisfied
- Dissatisfied
- Somewhat satisfied
- Satisfied
- Very Satisfied

15. Any other comments you would like to provide?

Survey Demographics

Your answers to these questions will help us to interpret, sort, and analyze our data and to determine our results. Demographic information can also identify specific needs that some groups may have. Being able to analyze results using demographic information will give greater insight into what the respondents are saying.

1. Name _____
2. Department _____ Division _____
3. Position Title _____
4. Gender: _____ Male _____ Female
5. Current Age (please check one box)
 - 18-25
 - 26-35
 - 36-40
 - 41-45
 - 46-50
 - 51-55
 - 56-60
 - Over 60
6. Classification (choose one)
 - CL
 - AS
 - PR
 - MCP
 - TE
 - Other
7. Date Hired: Day _____ Month _____ Year _____
8. Last Day: Day _____ Month _____ Year _____
9. How long were you employed by the Government of Nova Scotia? (Select one)
 - Less than one year
 - 1-5 years

- 6-10 years
- 11-15 years
- 16-20 years
- more than 21years

10. How long were you with the Department you have just left/are leaving? (Select one)

- Less than one year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- more than 21 years

11. Highest level of Education completed? _____

12. Professional Designations?

13. Are you an Aboriginal person? (Optional)

- Yes
- No

14. Are you a person with a disability? (Optional)

- Yes
- No

15. Are you a black person or a member of another racially visible group? (Optional)

- Yes
- No

Consent Statement

Responses are confidential to Human Resources and will not be shared on an individual basis. We are using this information in an aggregate form. Therefore, on this basis, I agree to the release of the information that I have shared in this Exit Interview.

- Agree
- Disagree

Name: _____

Date: _____

(Day, month & year)

Thank you for taking the time to complete this survey. We wish you success in your future.