



**Employee Name** Harry Hammond

**Organisation Level** Client Name -> Technology ->

**Position Title** Consultant

**State** NSW

**Hire Date** Jun 30 2019

**Exit Date** Jul 01 2020

**1. What have you enjoyed most about working with the business?**

I've enjoyed the friendly, professional team of people. People are encouraging and it's a good workplace. There's been some variety of work which has been good and I have enjoyed that.

**2. Was there a particular turning point that first made you think about leaving? If so, could you explain what happened?**

Yes, I had a run in with the Project Manager. I understand that he was under pressure but I felt I was trying to do my best, I didn't know what else he wanted but he compared me to others in a way to highlight that I wasn't pulling my weight. That left me stressed and emotional.

**3. Now thinking back to when you started, what made you decide to accept the position?**

When I was hired I was told I'd be doing a data migration role and that's why I accepted the role. In the end I got pushed aside by someone else, someone did it who took over that role in the project. I felt like maybe I was pushed into a position that I didn't really want to do.

## Being Valued

### 4. I always felt valued by my manager.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

### 5. I always felt valued by my colleagues/team.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

### 6. I felt like a valuable contributor to the company's success.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	<input checked="" type="checkbox"/>	-	-

### 7. What, if anything could have made you feel more valued ?

To make me feel more valued my manager could have taken some time to ask me how I'm going in the project. Nobody asked me personally, there was no one-on-one checkins. It was always a group forum. The GM was open and friendly and he would say 'come in and let me know anything' but I didn't want to rock the boat. If someone had reached out, it would have helped. There are a lot of strong personalities on the project and there is a lot of pressure. Also feels like there is no time.

## Career Opportunities

### 8. There were career prospects and advancement opportunities for me.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

### 9. Other comments on career opportunities

In some ways, they were pushing for this personal development plan with opportunities etc. Certainly, in the position that I was in, being one person in charge of all the reports on a big 12-month project, there is no real scope for development. However, I felt they were always well-intentioned.

## Communication

### 10. I am kept informed about changes that would effect me

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

### 11. How could communications have been more effective ?

No, in terms of the company and the project, there was nothing that happened 'out of the blue' that I was surprised about. They are quite good with getting feedback from people and sharing communication.

## Induction

### 12. The job turned out to be what I expected/applied for.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

### 13. The induction process was adequate, what I expected, I felt welcomed.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

### 14. Other comments on Induction

Well-intentioned, however, there is a period after initial induction where it feels like 'swim or sink'. People are friendly and try and help, in some ways, you've got to be self-driven.

## Effective Leadership

**15. Senior leadership expressed clear vision & direction about the organisation.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**16. Senior Leaders are approachable and easy to talk with.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**17. Senior leadership were fair and consistent in their approaches.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**18. What would you liked to have seen more of from senior leadership.**

I would like to see one on one meetings and catch-ups. The GM did do that a couple of times, but I think it would have been more effective to catch up with the Unit Manager. Then I could have aired my concerns and how I'm feeling. I felt a bit excluded. There is this team doing the Config, and I'm responsible for all of these reports. I just felt a bit out of my depth.

## Learning & Development

**19. L&D opportunities were effective and enhanced the skills in my own job role.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**20. L&D opportunities were available to grow my expertise beyond my job role.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**21. How could you have obtained more learning and growth in your role ?**

By working closer with the Config role, that would've given me more understanding of our software

## Manager

**22. My manager recognised me for good performance and accomplishments**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**23. My manager clearly set expectations**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**24. My manager provided me with adequate support .**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

**25. I had enough freedom and was empowered to do my job effectively ( autonomy)**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**26. What is one thing your manager could have done differently.**

Regarding support from manager. It's a difficult one because the manager is under pressure. I didn't feel like it was appropriate to say 'I'm struggling'.

## Meaningful Work

**27. The work content of my position was challenging and rewarding.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**28. I was able to use a range of skills, abilities and knowledge.**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**29. What changes do you believe need to be made to your position?**

I would say 'challenging' but not rewarding. The changes that need to be made to my position is that it needs more support from the Config team. It has evolved a little more in this fourth sprint because I have instigated it and I think they also realised this too.

I'm handing over to people and there is going to be two or three people working on reports so they're throwing more resources at it.

## Operational

**30. There were clear procedures and policies in place to do my job effectively**

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

**31. What improvements would you suggest to improve operations.**

I'm use to a newer technology Power BI, which was one of my core and niche skills. I found the technology used very old and complex. On this project I felt a bit out of my depth and I also felt isolated.

## Pay & Benefits

### 32. I was satisfied with my pay

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

### 33. Any other comments on pay?

The pay was ok but I felt it was a mountain of work with just me. In the handover, there is going to be 2 or 3 people taking on reporting in Belgium.

## Work Conditions

### 34. Conditions were sufficiently flexible to accommodate my individual circumstances

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

### 35. What could have been done to improve working conditions for you?

Very good office, they look after everyone very well. No complaints on that front.

### 36. Of the following categories name the top two that most contributed to your reason for leaving. Please provide a 1st and 2nd preference (if not applicable, name the top two that could be most improved)

1<sup>st</sup> Choice - Career Opportunities

2<sup>nd</sup> Choice - Being Valued

**37. Is there any other reason, not indicated that contributed to your reason for leaving?**

I just felt like the role did not play to my strengths. I'm use to a newer technology Power BI, which was one of my core and niche skills, I found the technology used very old and complex.

**38. Are you moving to a new job ?**

No

**39. What was it that made you accept the role?**

n/a

**40. What are the benefits at the new company that are not currently offered ?**

n/a

**41. What specific suggestions would you have to make the organisation a great place to work?**

At their core they are a great company. I like their ethos and culture. There needs to be more one on one encouragement to give people a chance to air concerns without fear of judgement.

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