

OFFICE OF THE ATTORNEY GENERAL STAFF EXIT SURVEY

Interviewee:

Division:

Position/Title (*Position resigning from*):

Date of Departure:

For attorney staff, how long have you been practicing as an attorney?

- | | | | |
|---------------------------------------|--|--|-------------------------------------|
| <input type="checkbox"/> 1 - 6 months | <input type="checkbox"/> 6 months - 1 year | <input type="checkbox"/> 1 - 3 years | <input type="checkbox"/> 3- 5 years |
| <input type="checkbox"/> 5 - 10 years | <input type="checkbox"/> 10 - 15 years | <input type="checkbox"/> 15 - 20 years | <input type="checkbox"/> 20+ years |

When did you begin working for the Attorney General's Office? (Month and year if known.)

Did you begin as a Law Clerk, an Attorney, or other? Please specify.

How long were you in your current position with the office? (Month/Year – Month/Year)

Did you work for other Divisions (other than current) in the AGO? Please specify what Division and the time you were in that position.

Describe the main reason you accepted the position with the Attorney General's Office?

Responses may include one of the following:

The job appeared interesting or challenging.

Promotion/transfer opportunities.

Salary was better than other jobs available.

Job provided good benefits for self and family.

Experience was desirable/required in career field.

Wanted to serve the public by working with the state.

Friends work in same agency/division.

Positive diversity environment

How did you originally learn about positions available in the Attorney General's Office?

- | | |
|--|---|
| <input type="checkbox"/> AGO recruitment | <input type="checkbox"/> Journal/announcement |
| <input type="checkbox"/> Personal contact | <input type="checkbox"/> AGO employee |
| <input type="checkbox"/> Governmental contacts | <input type="checkbox"/> Other: |

What did you like most about the office/your job?

What did you like least?

When hired for the job, were duties/responsibilities clearly explained?

- Yes No If no, please explain:

What was the main reason for leaving the agency? (If more than one apply, please list in order of importance with 1 being the most important)

- | | |
|---|--|
| <input type="checkbox"/> Lack of responsibility | <input type="checkbox"/> Diversity/cultural climate |
| <input type="checkbox"/> Philosophical differences | <input type="checkbox"/> Lack of recognition |
| <input type="checkbox"/> Lack of policy/procedures | <input type="checkbox"/> Salary |
| <input type="checkbox"/> Lack of support from supervisor/poor supervision | <input type="checkbox"/> Fringe benefits |
| <input type="checkbox"/> Job stress | <input type="checkbox"/> Lack of flex time |
| <input type="checkbox"/> Too much overtime | <input type="checkbox"/> Inadequate training |
| <input type="checkbox"/> Lack of advancement options | <input type="checkbox"/> Child care problems |
| <input type="checkbox"/> Career expectations not met | <input type="checkbox"/> Physical problem/condition |
| <input type="checkbox"/> Housing accommodations | <input type="checkbox"/> Relocation/moving from area |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Commuting distance |
| <input type="checkbox"/> Other: (Please specify) | <input type="checkbox"/> Termination/asked to resign |

Comments:

Please indicate the job destination category to which you are moving:

- | | |
|--|--|
| <input type="checkbox"/> State agency | <input type="checkbox"/> Federal agency |
| <input type="checkbox"/> City | <input type="checkbox"/> County |
| <input type="checkbox"/> Educational institution | <input type="checkbox"/> Legislative |
| <input type="checkbox"/> Private practice | <input type="checkbox"/> Non-profit organization |
| <input type="checkbox"/> Court | <input type="checkbox"/> Other: (Please specify) |

Name of new employer:

Title of new position:

Tell us how we're doing as an agency regarding communication in the following areas:

	EXCELLENT	ACCEPTABLE	POOR
Policies and procedures: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Orientation to agency: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job specific training: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career transfer opportunities: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication relating to diversity (events, or other information): Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work unit communications: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall office communications: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Tell us how we're doing in general as an office in each of the following areas?

	EXCELLENT	ACCEPTABLE	POOR
Policies and procedures: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Orientation to agency: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary for your position: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	EXCELLENT	ACCEPTABLE	POOR
Resources/equipment provided: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work hours/flexible work schedules: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity/cultural climate: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Morale in your work unit: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance evaluation system: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career/transfer opportunities: Comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training:			
On the job:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional/technical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments?			
Cooperation:			
Immediate Co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Agency staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments?			

Who was your immediate supervisor/manager?

Please evaluate your immediate supervisor/manager in the following areas:

	EXCELLENT	ACCEPTABLE	POOR
Evaluating your performance:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing good recognition:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicating well:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encouraging feedback:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welcoming suggestions:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolving complaints/problems:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrating fairness:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Encourages and supports diversity:

Additional Comments on the above:

For attorneys, will you be practicing in the same area of law as you did in the AGO?

Yes No Not Applicable

Comments:

Which best describes your possible future employment with the AGO?

- I would return and would recommend the office to others.
- I would consider returning under certain conditions.
- I am undecided but would not rule out returning.
- I probably would not seek reemployment with the agency.
- I definitely would not return nor recommend it to others.

Please explain:

Name/Title of person conducting exit interview:

Date

DISTRIBUTION INSTRUCTIONS

FOR ATTORNEY EXIT INTERVIEW TEAM:

Please send this form to Kim Warren by clicking on File, then Send. After a few seconds, an e-mail message will open. Type in the following:

TO: Kim Warren
SUBJECT: Exit Interview Survey

Then click the SEND button.