



# STATE OF NEVADA EMPLOYEE EXIT INTERVIEW SURVEY



Thank you for participating in the Nevada Employee Exit Survey. Your feedback is important to us as we seek to improve the workplace of Nevada State employees. Please take a moment to complete this short survey. Your identity is not linked to your survey responses.

1. What was your Department? \_\_\_\_\_

2. What was your Home Organization/Division within your Department? \_\_\_\_\_

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3. Was your position classified or unclassified?

Classified  Unclassified

4. Which Occupational Group did your position fall within?

See [https://hr.nv.gov/Resources/Class\\_Specifications/](https://hr.nv.gov/Resources/Class_Specifications/) for more information.

- |   |   |
|---|---|
| <input type="checkbox"/> Agricultural & Conservation        | <input type="checkbox"/> Clerical & Related Services        |
| <input type="checkbox"/> Domestic Services                  | <input type="checkbox"/> Education                          |
| <input type="checkbox"/> Engineering & Allied               | <input type="checkbox"/> Fiscal Management & Staff Services |
| <input type="checkbox"/> Library & Archives                 | <input type="checkbox"/> Mechanical & Construction Trades   |
| <input type="checkbox"/> Medical, Health & Related Services | <input type="checkbox"/> Regulatory & Public Safety         |
| <input type="checkbox"/> Social Services & Rehabilitation   | <input type="checkbox"/> Sworn Law Enforcement              |
| <input type="checkbox"/> Unknown                            |   |

5. What was your position title? \_\_\_\_\_

6. City where employed? \_\_\_\_\_

7. Years of service:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Less than 1 year | <input type="checkbox"/> 1 – 2 years   | <input type="checkbox"/> 3 – 5 years   |
| <input type="checkbox"/> 6 – 8 years      | <input type="checkbox"/> 9 – 10 years  | <input type="checkbox"/> 11 – 15 years |
| <input type="checkbox"/> 16 – 20 years    | <input type="checkbox"/> 21 – 25 years | <input type="checkbox"/> 26 – 30 years |
| <input type="checkbox"/> 31 – 35 years    | <input type="checkbox"/> 36 – 40 years | <input type="checkbox"/> Over 40 years |

8. How satisfied have you been with the following:

a. Communication between management and employees

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_

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b. Cooperation and teamwork of co-workers

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_

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c. Overall satisfaction with direct supervisor

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_

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d. Overall satisfaction with management

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_

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e. Opportunities for advancement

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

f. Workload

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

g. Work/life balance

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

h. Opportunities for training and development

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

i. Opportunities for recognition

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

j. Feeling valued and included

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

k. Compensation

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

l. Health insurance benefits

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

m. Paid leave benefits

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

n. Retirement benefits

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

o. Working conditions

- |   |  |
|---|--|
| <input type="checkbox"/> Dissatisfied       | <input type="checkbox"/> Somewhat Dissatisfied |
| <input type="checkbox"/> Somewhat Satisfied | <input type="checkbox"/> Satisfied             |
| <input type="checkbox"/> Very Satisfied     |  |

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

9. Please rate your level of agreement with the following statements.

a. My duties and work performance standards were clearly defined by my supervisor.

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

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

b. My office/agency has consistent and usable work practices.

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

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

c. I was provided the tools, training, and resources I needed to be successful in my job.

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

Additional Comment: \_\_\_\_\_  
\_\_\_\_\_

10. Why have you left your position? (Check all that apply)

- |  |   |                                     |
|--|---|-------------------------------------|
| <input type="checkbox"/> Benefits                      | <input type="checkbox"/> Job advancement  | <input type="checkbox"/> Medical    |
| <input type="checkbox"/> Military                      | <input type="checkbox"/> Personal         | <input type="checkbox"/> Relocation |
| <input type="checkbox"/> Retirement                    | <input type="checkbox"/> Return to school | <input type="checkbox"/> Salary     |
| <input type="checkbox"/> Supervision                   | <input type="checkbox"/> Work climate     |                                     |
| <input type="checkbox"/> Other (please specify): _____ |   |                                     |

11. What recommendations do you have for improving State employment?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

12. What recommendations do you have for improving employment in the agency in which you worked?

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13. Please provide any other information you feel is relevant.

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14. May we contact you regarding your survey responses? If yes, please provide your contact information including your name, telephone number and/or email address, and the best time to reach you.

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***Thank you for providing this feedback. Your participation assists in making the State of Nevada a better place to work.***

Please mail or deliver to:

State of Nevada  
Department of Administration  
Division of Human Resource Management  
515 E. Musser St., Ste. 101  
Carson City, NV 89701