

Physician's Exit Interview - Sample Questions

The following is a list of sample questions for either an in-person exit interview with a physician, or to develop a questionnaire. Try to pick a short list of questions that are relevant to the physician's reasons for leaving, if known.

Before you get started, make sure you are clear about your specific objectives and how you will achieve them. For example, asking specific questions will give you specific information, whereas asking 'why' may allow you to go deeper to the heart of an issue.

- Tell me about your reasons for leaving.
- Of those reasons, what is your main reason for leaving?
- What, if anything, could have been done to prevent your leaving?
- How could this situation have been handled better?
- Can you comment on any process or system that may have contributed to your decision to leave?
- What suggestions could you give us in order to manage this situation or these kinds of issues better in the future?
- How do you feel about the organization?
- What has been the best or most satisfying about your work experience here?
- What has been the most difficult or frustrating part of your work experience here?
- What could you have done better if had you been given the opportunity?
- How could the organization have empowered you to work to your full potential?
- How well were your training and professional development needs met during your time here?
- How would you describe the overall workplace culture of the organization?
- How would you describe the communication between the various departments here?
- How do you think the communication could be improved?

Source: Physician Recruitment and Retention - Healthforce Ontario Marketing and Recruitment Agency

- How would you describe the way that you were recruited? Were your expectations about the job met?
- Do you have any suggestions about how we could improve upon our recruitment process? • Do you have any suggestions about improving the overall working conditions? Do you feel that you were supported by the rest of the health-care team here?
- How do you feel about the way you were managed?
- Do you feel that the expectations that were placed on you were realistic?
- Are there any specific policies or rules that you did not agree with?
- Can you give an example of some kind of waste that you think could be improved upon or avoided altogether – such as a pointless reporting, meetings, or even material waste?
- Do you have any suggestions about how the organization could lower the stress level in the workplace?
- Was there a way that the organization could have made better use of your time?
- Do you have any ideas about how the organization could make better use of its employees?
- Putting the reasons you are leaving aside, can you describe how strongly you felt committed to staying with us for a longer period of time?
- What could we do to better retain our employees?
- Did you have any experiences with discrimination or harassment during your time here?
- Would you consider working for us again if the situation (try to specify) improved?
- Would you feel comfortable telling us where you are going and why you decided to join them? (What are they offering that we are not?)
- Could you be persuaded to stay here? (if appropriate) • Can we be of any help to you in this move?

Source: Physician Recruitment and Retention - Healthforce Ontario Marketing and Recruitment Agency