

EXIT STUDIES



Get the Truth About Why They Leave & Know How to Get Them to Stay

An evidence-based exit study delivers insight into the real reasons why employees leave, so you can make the right changes to get them to stay.

Our exit studies reveal employee perceptions surrounding workplace conditions and how to improve them to increase retention.

Most survey tools and internal interviews limit the scope of what your employees can tell you and do not uncover the root causes of turnover. You must understand the real reasons for employee turnover in your organization to make accurate and lasting changes to improve retention.

Up to **63%** of reasons for leaving change when asked by a third-party, two weeks after the former employee left.

Source: Campion 1991, Hinrichs 1975

How We Are Different

- > **Employee-in-Control Interviews**
Unique methodology goes beyond ratings & asks "Why?" to uncover all possible reasons behind employee perceptions & explore recommendations for employer improvements.
- > **Deep Insights & Actionable Data**
Qualitative research reveals specific employee-centric concerns that are quantitatively categorized for reporting, analysis & tracking - at scale.
- > **It's Your Data**
Full access to all data, co-produced by your employees & Work Institute.
- > **Financially-Driven**
Evidence-based intelligence to focus interventions in the most cost beneficial areas.

Why Choose Us?

Go beyond ratings to get valuable insights into key dimensions of the workplace to guide specific and effective employee retention strategies.

- > Identify the real reasons employees left.
- > Accurately identify opportunities for improvement.
- > Understand attitudes around workplace conditions.
- > Develop highly targeted strategies to prevent turnover.
- > Discover what it would take to win employees back.
- > Uncover potential behavior risk concerns.
- > Secure competitive information on where former employees went to work and why.

Receive Actionable Insights

- > 24/7 Web Reporting Portal
- > Insights Presentation
- > Workplace Scorecard
- > "Why" Analysis
- > Risk Notifications
- > Re-Hire Pipeline

Work Institute's evidence-based workplace research, consulting and learning & development solutions deliver deep insights and effective interventions to help increase engagement, retention and profits.

The Power of Exit Studies

Perceptions of former employees can be representative of what current employees are thinking. Understanding the experiences of former employees enables companies to make the right changes to improve conditions for current employees, to get them to stay longer.



Facts About Exit Study Data

- Less than 8% of companies share the same top three reasons for leaving.
- 2.3X more information is gained when you ask the question "why?"
- 75% of reasons for leaving are preventable.

Sources: Work Institute 2017 Retention Report & 2018 Retention Report

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