



Thank you for taking this opportunity to provide feedback about why you left your recent job with the Commonwealth of Virginia. Your candid feedback in this brief 5-10 minute survey is important to help leaders in state government better understand the work environment.

The survey Provider (Mercer | Sirota) will provide summarized feedback at a statewide level and at an agency or institution level on an on-going basis. Feedback reports will be held until a minimum of five individual responses are collected and combined to help protect the confidential nature of this feedback. Your individual-level responses will not be shared by Mercer | Sirota with the Commonwealth Virginia.

Please rate how much you agree with each of the statements below about your recent job at the Commonwealth of Virginia, there are no "right" or "wrong" answers - your opinion is the only correct answer:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/Not Applicable
I was paid fairly for my efforts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My benefits package was a good value	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I got regular pay raises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had a mentor at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work assignments were at the right level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believed I would have access to new opportunities if I did good work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was involved in my group's work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I felt my contributions were valued at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I heard and understood my organization's mission and goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was personally supportive of my organization's mission and goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I directly contributed to meeting my organization's mission and goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I got updates from leaders about how we were doing on a regular basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/Not Applicable
My friend(s) or an important coworker(s) recently left	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had a say in decisions at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was encouraged to try new ideas at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was trusted at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I had friends at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my workgroup different perspectives were valued	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I felt that I fit in with the work style of my group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I learned new skills and abilities at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide comments about your responses above	

Please rate how much each of these factors influenced your recent decision to leave your job, there are no "right" or "wrong" answers - your opinion is the only correct answer:

	Extremely	Very	Somewhat	Slightly	Not at All
Pay and Raises	<input type="checkbox"/>				
Benefits (health plan, insurance, leave, holidays, etc.)	<input type="checkbox"/>				
Availability of Career Advancement Opportunities	<input type="checkbox"/>				
Access to Training and Development Opportunities	<input type="checkbox"/>				
Organization Leadership Style	<input type="checkbox"/>				

	Extremely	Very	Somewhat	Slightly	Not at All
Manager/Supervisor Style	<input type="checkbox"/>				
Manager/Supervisor Performance Feedback (amount and/or type)	<input type="checkbox"/>				
Team or Work Group Style	<input type="checkbox"/>				
Work Policies and Procedures	<input type="checkbox"/>				
Work Schedule	<input type="checkbox"/>				
Work Environment	<input type="checkbox"/>				
Work Assignments	<input type="checkbox"/>				
Work-Life Balance	<input type="checkbox"/>				
Work Resources (equipment, technology, staff, etc.)	<input type="checkbox"/>				

Please provide comments about your responses and add any factors you did not see in the list above

Additional Questions

What, if any, other factor caused you to leave your job at the Commonwealth of Virginia?

- | | |
|--------------------------|---|
| <input type="checkbox"/> | Family reasons (e.g., childcare) |
| <input type="checkbox"/> | Returning to school |
| <input type="checkbox"/> | Relocating |
| <input type="checkbox"/> | Long commute |
| <input type="checkbox"/> | Medical/health-related |
| <input type="checkbox"/> | Lack of work flexibility (e.g., alternate schedules or tele-work) |
| <input type="checkbox"/> | Enlisted in the military |
| <input type="checkbox"/> | Other (please specify): _____ |

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't Know/Not Applicable
I would recommend the agency or institution I worked at as a great place to work to a friend or family member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Approximately how long before you resigned your job did you start thinking about leaving? (choose one)

<input type="checkbox"/>	Within the last 90 days
<input type="checkbox"/>	Within the last 6 months
<input type="checkbox"/>	Within the last year
<input type="checkbox"/>	Within the last one to two years
<input type="checkbox"/>	Within the last two to five years

Did you leave for a new job?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

If yes, is your new job in Virginia?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

My new job is in the following sector:

<input type="checkbox"/>	Federal Government
<input type="checkbox"/>	Private Sector (For Profit)
<input type="checkbox"/>	Non-Profit
<input type="checkbox"/>	Local Government
<input type="checkbox"/>	Other (please specify)

Please provide any other comments or feedback that you think would help us understand your decision to leave:

Please place your completed survey in the return postage paid envelope.

Thank you for your feedback.