

**EMPLOYEE EXIT SURVEY**  
**U.S. Department of Housing and Urban Development**  
**Employee Assistance and WorkLife Programs**

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**Instructions:** Please mail or fax your completed survey to the Employee Assistance and WorkLife Programs, 451 7<sup>th</sup> Street, SW, Room 5250, Washington, DC 20410, 202-708-0523 (phone), 202-401-8947 (fax). If you wish to complete the survey via telephone interview, please call the Employee Assistance and WorkLife Programs at 202-708-0523.

*We value your opinion concerning all aspects of your employment with HUD. Your viewpoint can assist us in improving working conditions and influencing future work policies and practices. Please be assured that your responses will remain CONFIDENTIAL. We appreciate your willingness to complete this survey.*

**Part I: DATA ANALYSIS INFORMATION**

Name: \_\_\_\_\_  
(Optional)

Series and Title: \_\_\_\_\_

Grade: \_\_\_\_\_ Program Area: \_\_\_\_\_

Duty Station: (Indicate City & State) \_\_\_\_\_

Pay Plan: \_\_\_\_\_ GS \_\_\_\_\_ ES \_\_\_\_\_ WG \_\_\_\_\_ Other: \_\_\_\_\_

Type of appointment held: \_\_\_\_\_ Permanent \_\_\_\_\_ Temporary \_\_\_\_\_ Indefinite  
\_\_\_\_\_ Do not know \_\_\_\_\_ Other: \_\_\_\_\_

What was your last overall performance rating? \_\_\_\_\_ Outstanding \_\_\_\_\_ Highly Successful  
\_\_\_\_\_ Fully Successful \_\_\_\_\_ Marginally Successful \_\_\_\_\_ Unacceptable

Race or National Origin:

\_\_\_\_\_ White, Not Hispanic \_\_\_\_\_ Asian American/Pacific Islander  
\_\_\_\_\_ Black, Not Hispanic \_\_\_\_\_ American Indian/Alaska Native  
\_\_\_\_\_ Hispanic

Gender: \_\_\_\_\_ Male \_\_\_\_\_ Female

Age: \_\_\_\_\_ 17-19 \_\_\_\_\_ 20-29 \_\_\_\_\_ 30-39 \_\_\_\_\_ 40-49 \_\_\_\_\_ 50-59 \_\_\_\_\_ 60+

Years with HUD: \_\_\_\_\_ 0-11 months \_\_\_\_\_ 1-5yrs \_\_\_\_\_ 6-15yrs. \_\_\_\_\_ 16-25yrs.  
\_\_\_\_\_ 26+ yrs.

**Part II: REASONS FOR LEAVING**

1. Type of separation:

- \_\_\_\_\_ Retirement
- \_\_\_\_\_ Resignation
- \_\_\_\_\_ Transfer to another Federal Agency
- \_\_\_\_\_ Accept employment in private sector
- \_\_\_\_\_ Involuntary separation for performance or disciplinary actions
- \_\_\_\_\_ Other: \_\_\_\_\_

2. Please rate your experience using the following scale. Please circle ONE response for each.

1-Strongly disagree    2 – Disagree    3- Cannot rate    4 – Agree    5 – Strongly Agree

**The Job**

- 1. Rules and policies facilitated performance & productivity ..... 1 2 3 4 5
- 2. Work assignments were challenging. .... 1 2 3 4 5
- 3. Work objectives were fully outlined and understood..... 1 2 3 4 5
- 4. Work environment caused stress ..... 1 2 3 4 5
- 5. Staff morale facilitated productivity..... 1 2 3 4 5
- 6. Working relationships with coworkers were positive ..... 1 2 3 4 5

**Management**

- 1. My manager was an inspiring leader..... 1 2 3 4 5
- 2. My manager allowed sufficient autonomy ..... 1 2 3 4 5
- 3. My manager provided helpful feedback..... 1 2 3 4 5
- 4. My manager solicited and listened to my suggestions ..... 1 2 3 4 5

**Advancement/Recognition**

- 1. Training opportunities were awarded equitably ..... 1 2 3 4 5
- 2. My work accomplishments and contributions were recognized/rewarded..... 1 2 3 4 5
- 3. Promotions were based on merit ..... 1 2 3 4 5
- 4. Desire better pay/retirement benefits..... 1 2 3 4 5
- 5. Desire to continue formal education..... 1 2 3 4 5
- 6. Desire to move to new town or city..... 1 2 3 4 5

**Quality of Worklife**

- 1. Reasonable accommodation adequately met my needs..... 1 2 3 4 5
- 2. Working conditions were adequate (e.g., equipment, space) ..... 1 2 3 4 5
- 3. Leave policies adequately met my needs ..... 1 2 3 4 5
- 4. Child care services adequately met my needs ..... 1 2 3 4 5
- 5. Elder care services adequately met my needs ..... 1 2 3 4 5
- 6. Given opportunity to Telework ..... 1 2 3 4 5

**PART III: FINAL IMPRESSIONS**

1. Would you recommend the Department of Housing and Urban Development as an employer?  
\_\_\_ Yes      \_\_\_ No

Why or why not?

2. What change (if any) would influence you to stay?

3. What is the most important factor, which affected your decision to leave?

4. What are the top three areas you suggest to improve the Department's service delivery?

*Thank you for your time and effort on this survey!*