

Effective Career Counseling for Associates in Transition
Handout 3: Sample Exit Interview Questions

What led you to look for a new opportunity?

Was the orientation and onboarding process helpful?

Were you provided with the necessary tools and training to assist you in doing your job well?

What was the most beneficial training you received?

Did you receive informal training and mentoring?

Was the formal mentoring program helpful?

Did you have ample pro bono opportunities?

Was the work assigned to you, throughout your time at the Firm, challenging and a good utilization of your skill set?

Were you able to work on the types of matters of interest to you?

Did you receive substantive and constructive feedback during the review process?

Were you getting feedback throughout the year, after completing deals/cases or individual assignments?

Was there a strong sense of teamwork across the various teams you were staffed on?

How is morale?

What could be done to improve morale?

How would you describe the Firm's culture?

What could the Firm improve to make this a better place to work?

What does the Firm do well?

Is there anything the Firm could have done differently that would have prevented you from leaving?

Did your experience meet the expectations you had when you first joined?

What do you know about this progression or about the Firm that you wish you had known when you were first hired?

Is there anything else you would like to share?