

Learn As Much As You Can

Questions to Ask

What Are You Doing Next?



- What will you do when you leave?
- Are you moving to another neighborhood or city?
- Are you taking time off between this job and your next move?
- What do you expect to be most different about your new role (compared to this job)?
- What are you most excited about?

What Led You to This Decision?



- How will your new role advance your career goals?
- What about your role here made you interested in other options?
- What could we have done more (or less) of that would have prevented you from looking elsewhere?

Is Your Departure an Absolute Certainty?



- Have you signed a new contract?
- Is the timeline for your departure fixed?
- Can you think of anything that might make you want to stay here?
- If you were to return to this organization in the future, what change would you hope to see?