

McLEAN & COMPANY

Bringing Best Practices, Engagement Programs, and
Outstanding Results to HR Departments

Sample Company

*Exit Surveys: *Dates*

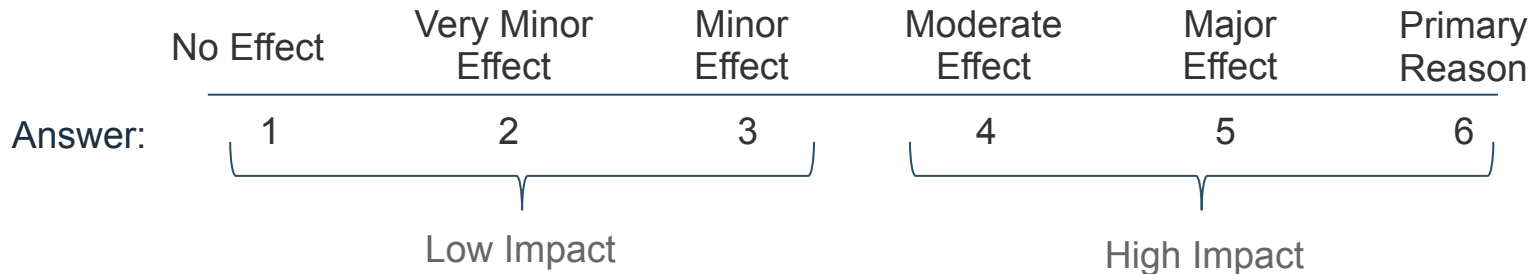
45

Responses

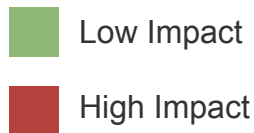
Interpreting the Results

- McLean & Company uses a **standardized 6-point scale** for data collection; respondents indicate their level of agreement to a statement by selecting one of the six points on each scale.
- The 6-point scale forces respondents to answer on one side of the scale or the other, providing the **richness of data** required to calculate true performance in each category.
- Performance is displayed in two ways: as **high impact scores** (% of respondents who said it was a moderate, major, or primary reason for deciding to leave) and **low impact scores** (% of respondents who said it was a minor, very minor, or had no effect on their decision to leave).

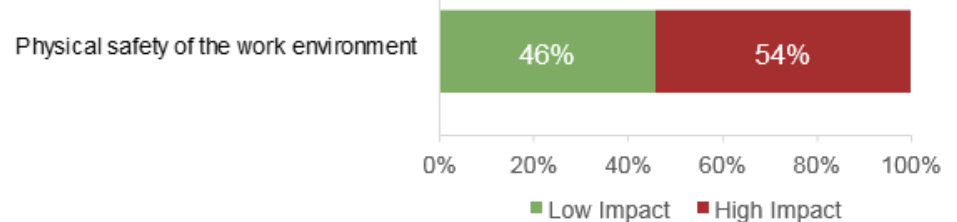
The scale is explained clearly in the survey. After each of the below is “on my decision to leave” except “This was a primary reason why I decided to leave”



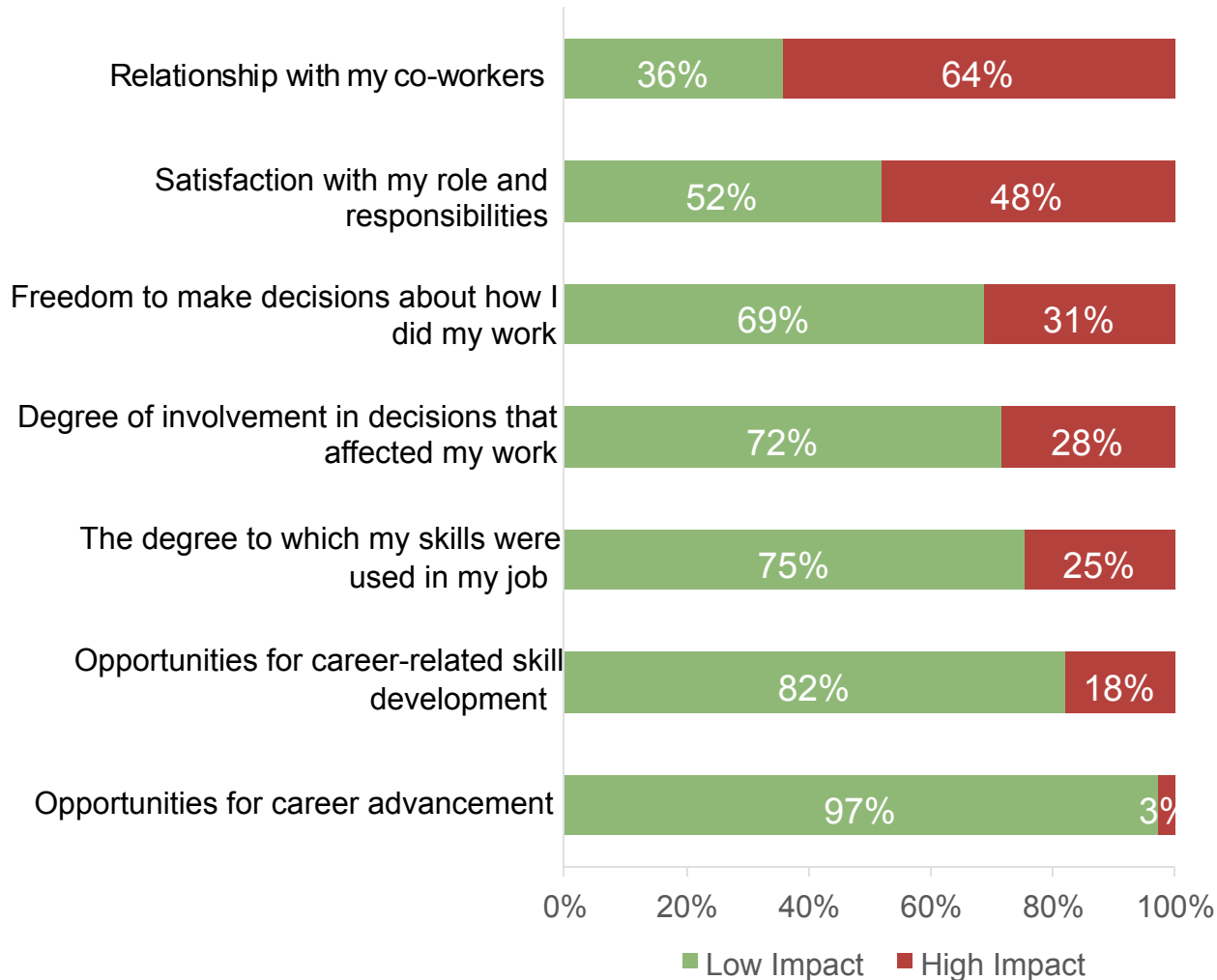
Results are **color-coded according to the scores:**



Example Top-Box Graph:

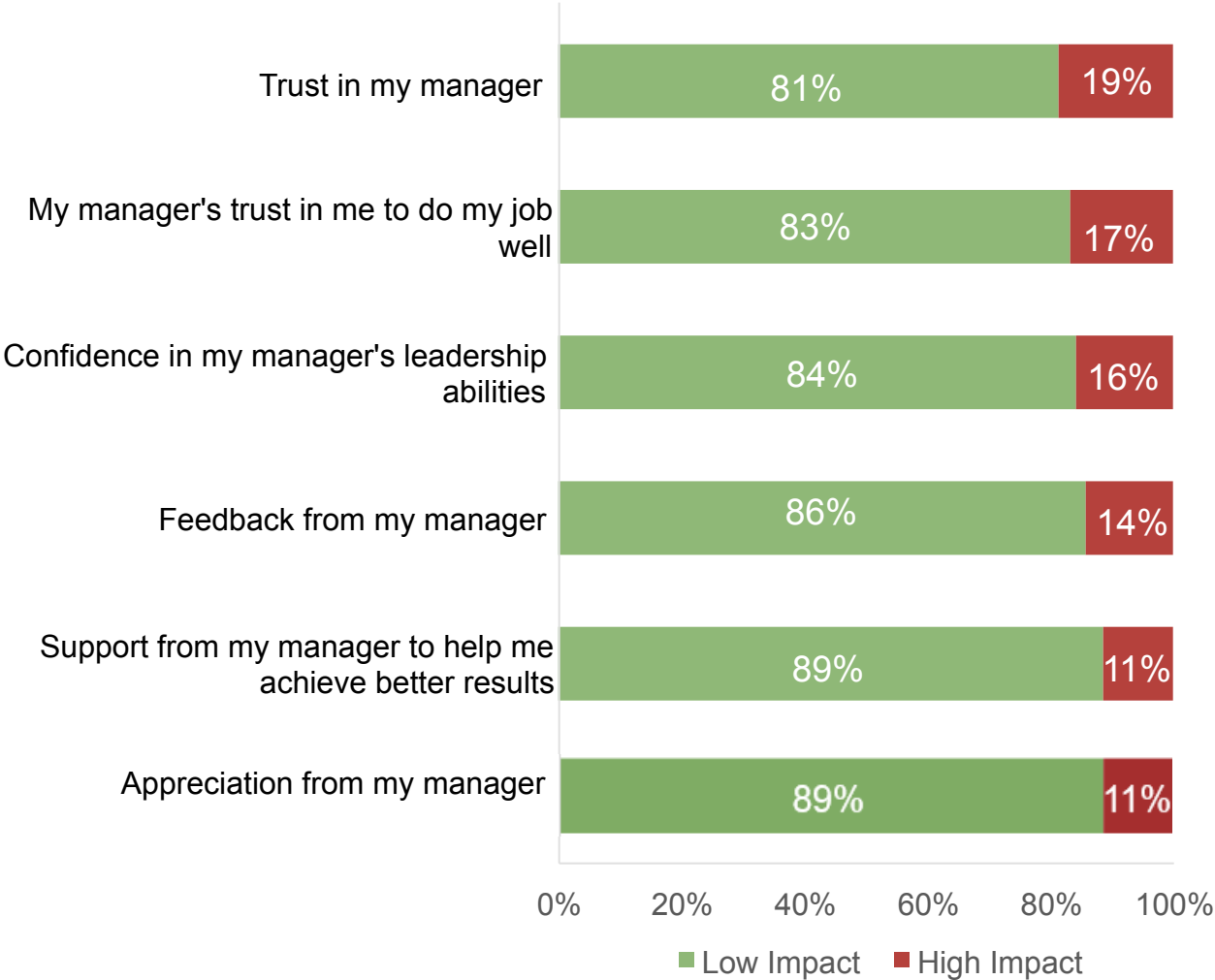


Job Factors



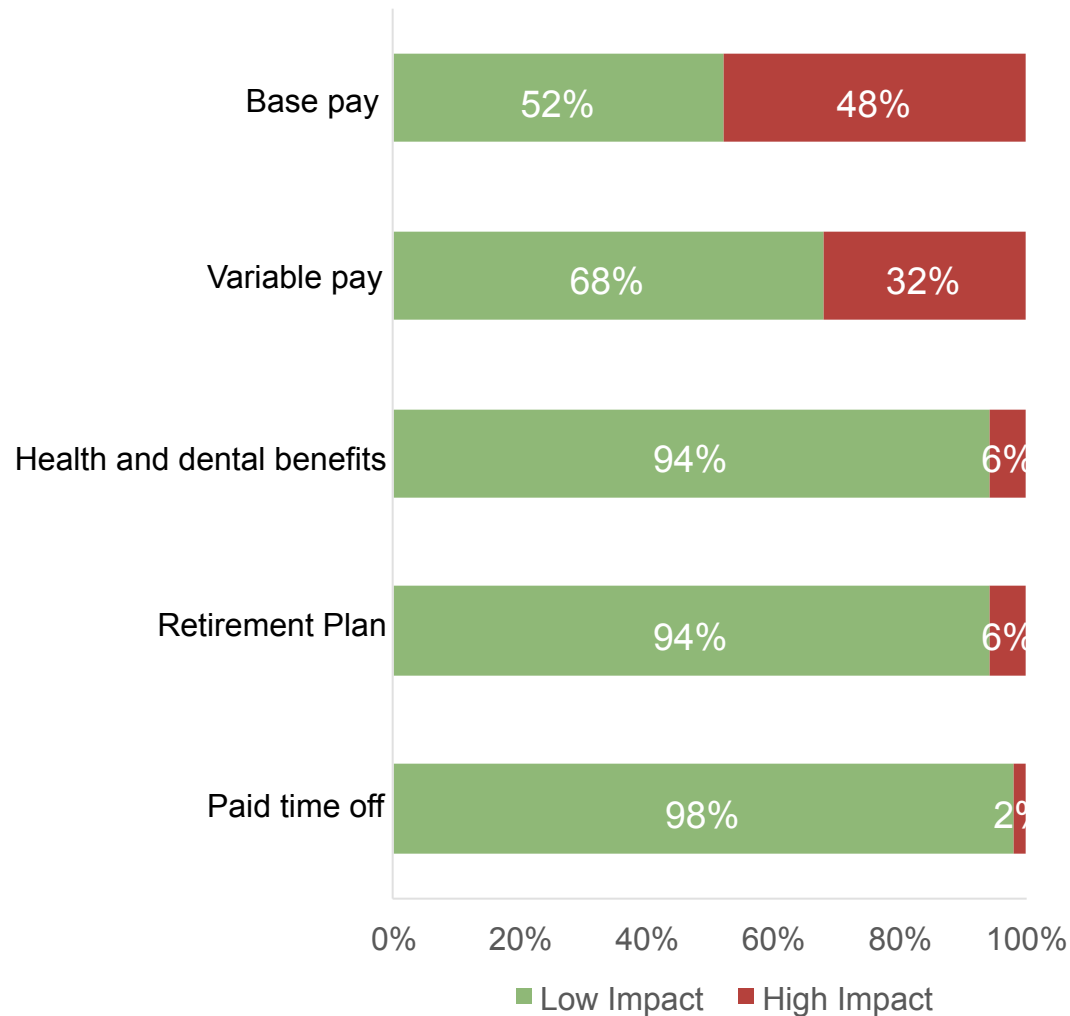
n = 45

Manager Factors



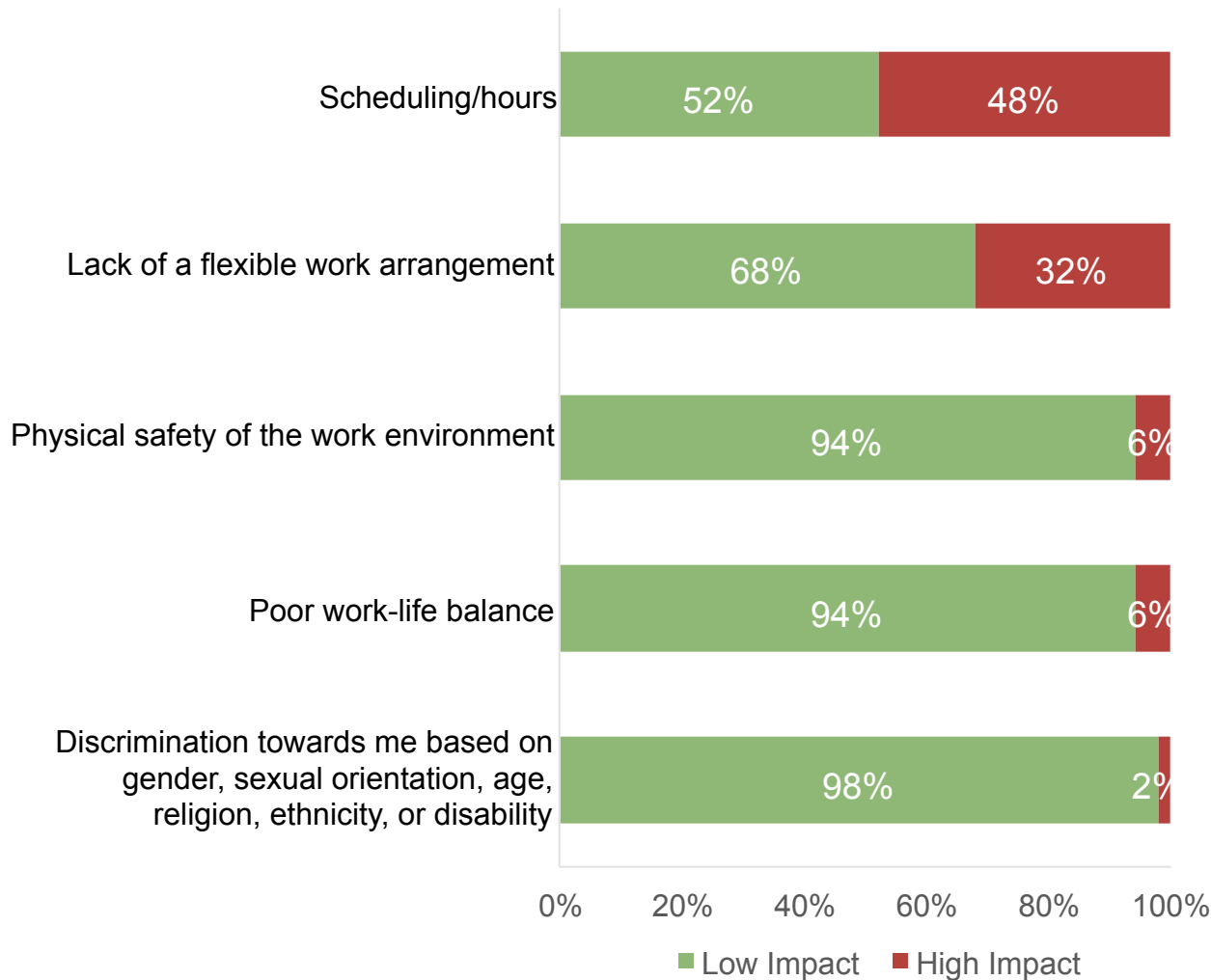
n = 45

Compensation Factors



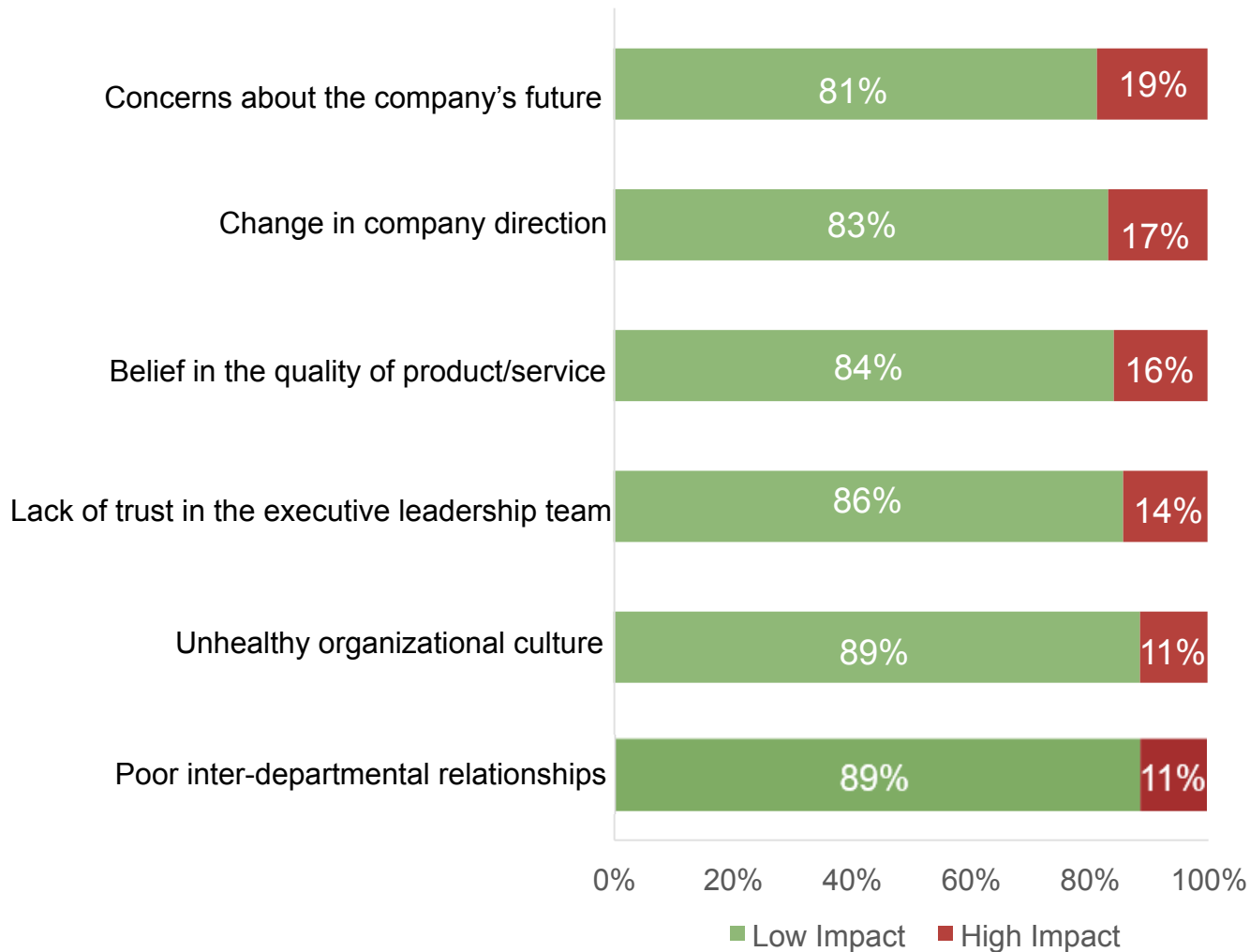
n = 45

Working Condition Factors



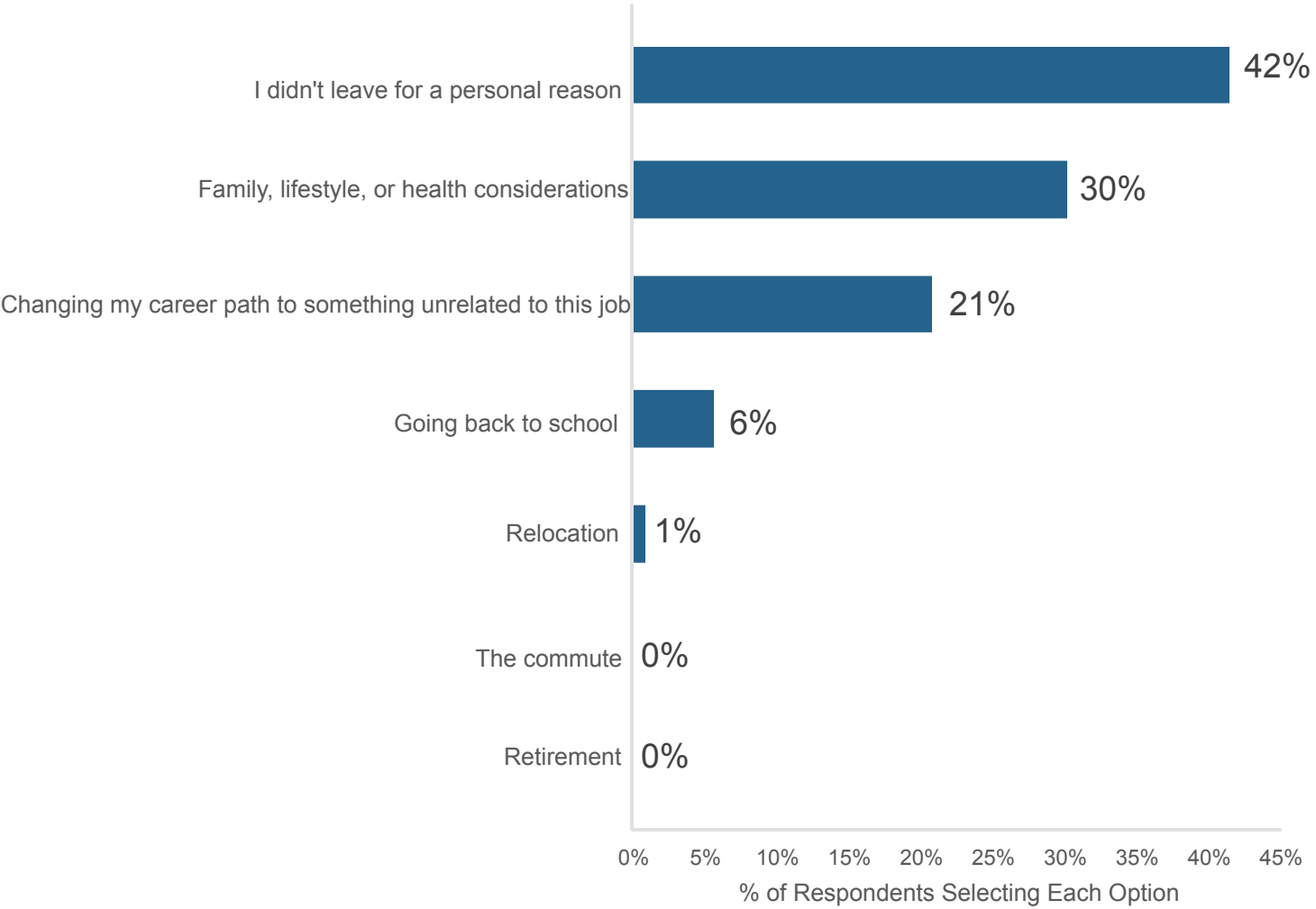
n = 45

Organizational Factors



n = 45

Personal Factors



n = 45

Leadership Index

How likely would you be to recommend this organization to a qualified friend or family member as a great place to work?

Leadership Index Breakdown



DETRACTORS Answered 0-6		# of Respondents	301	26.6%	NEUTRAL Answered 7-8		# of Respondents	453	40.1%	SUPPORTERS Answered 9-10		# of Respondents	376	33.3%
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Leadership Index Score

6.6

Previous Leadership Index Score

-2.2

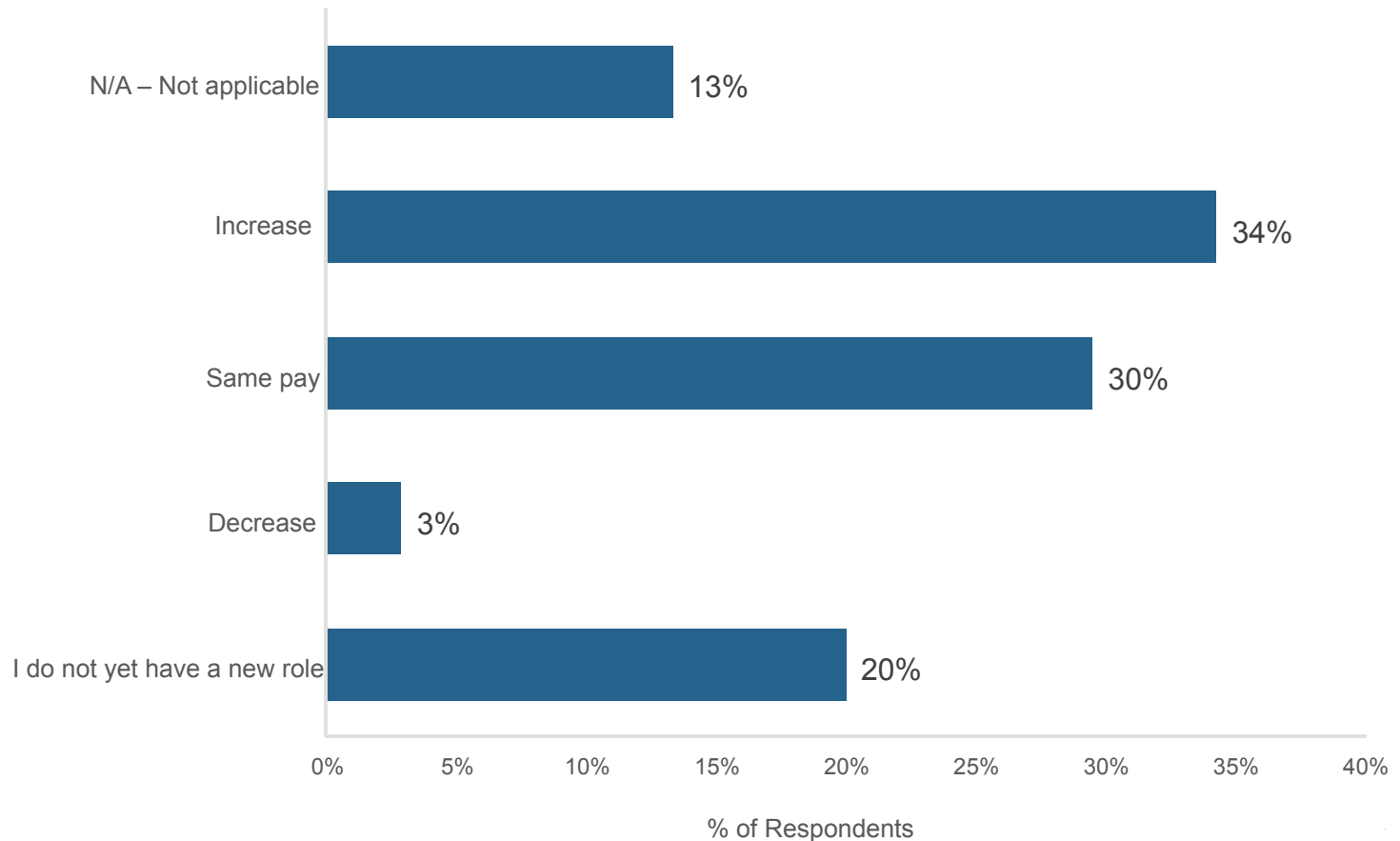
Benchmark Average

-0.6

Leadership Index Score = % Supporters - % Detractors

Your New Opportunity – Compensation

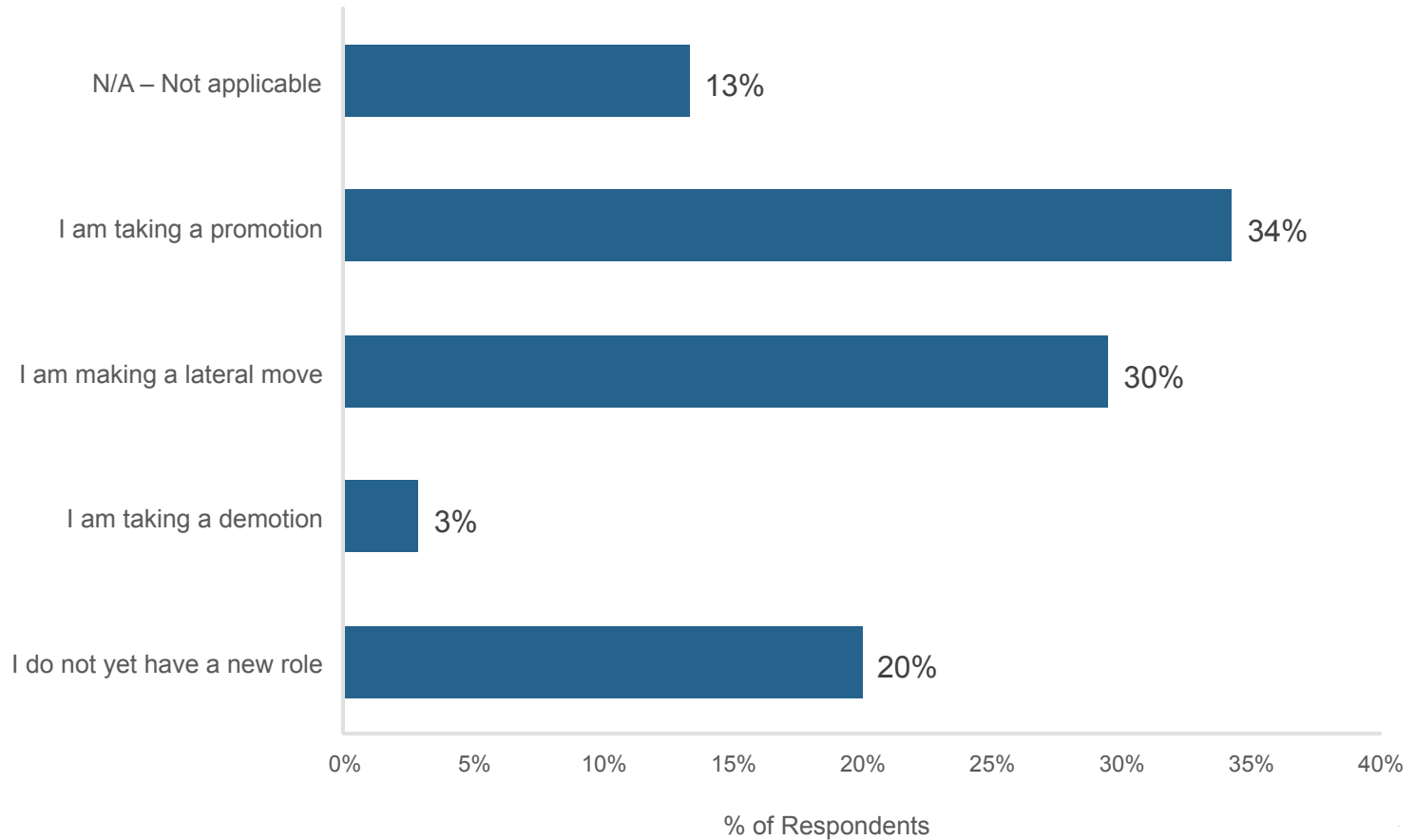
How does the compensation in your new role compare to the role you are departing?



n = 45

Your New Opportunity – Level

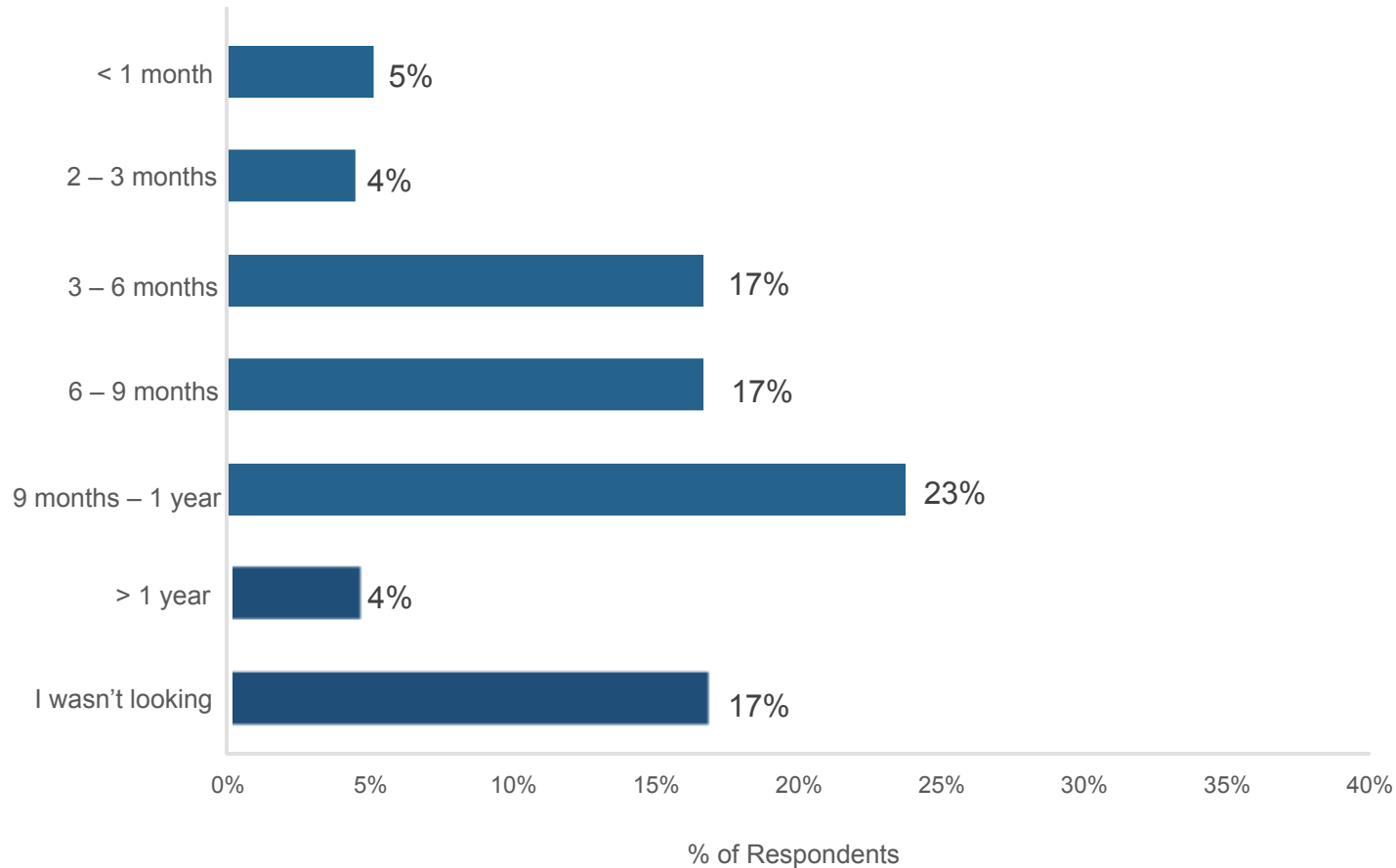
How does the level of your new role compare to the role you are departing?



n = 45

Your New Opportunity – Search Timeline

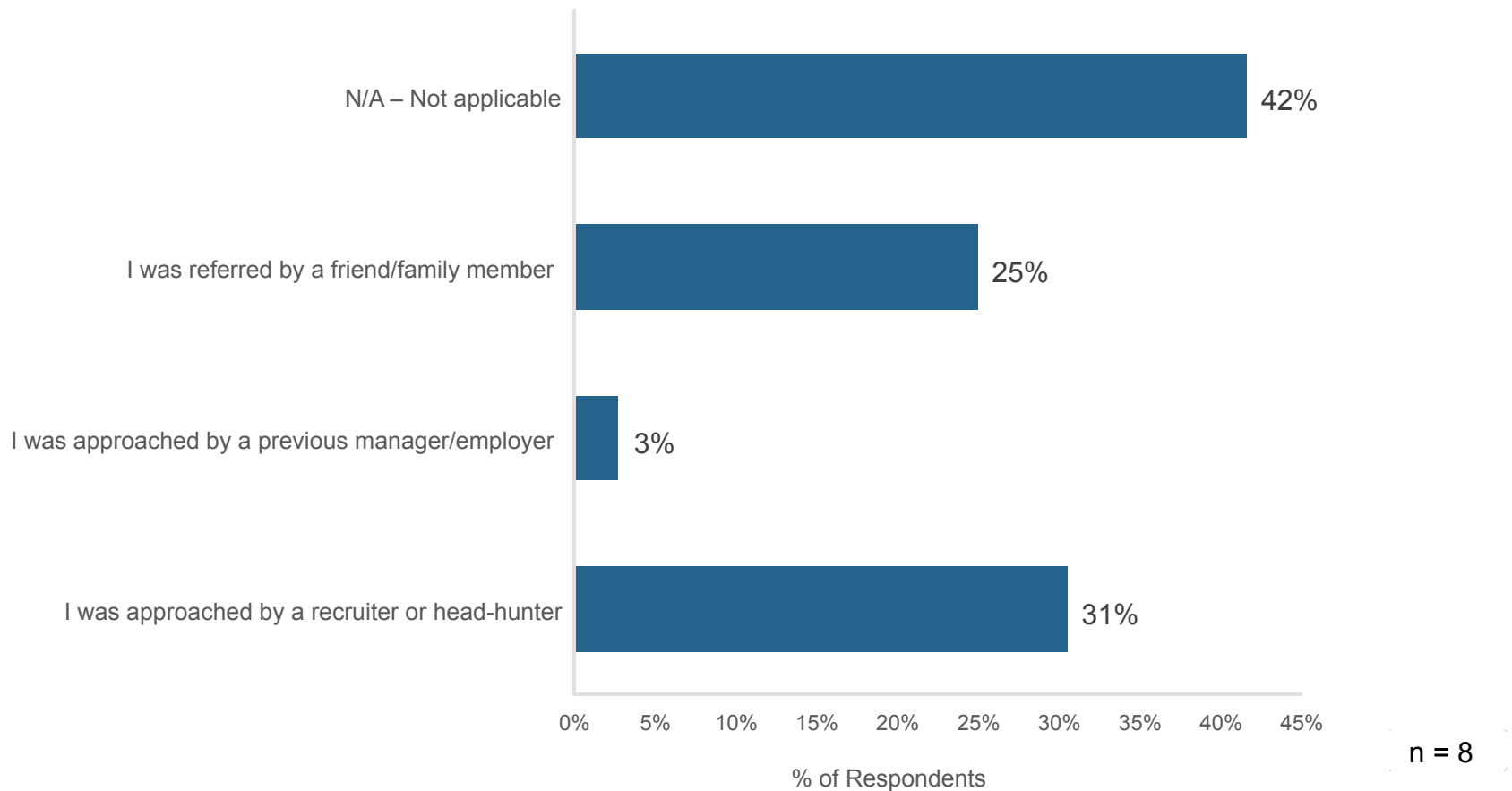
How long ago did you start looking for a new opportunity?



n = 45

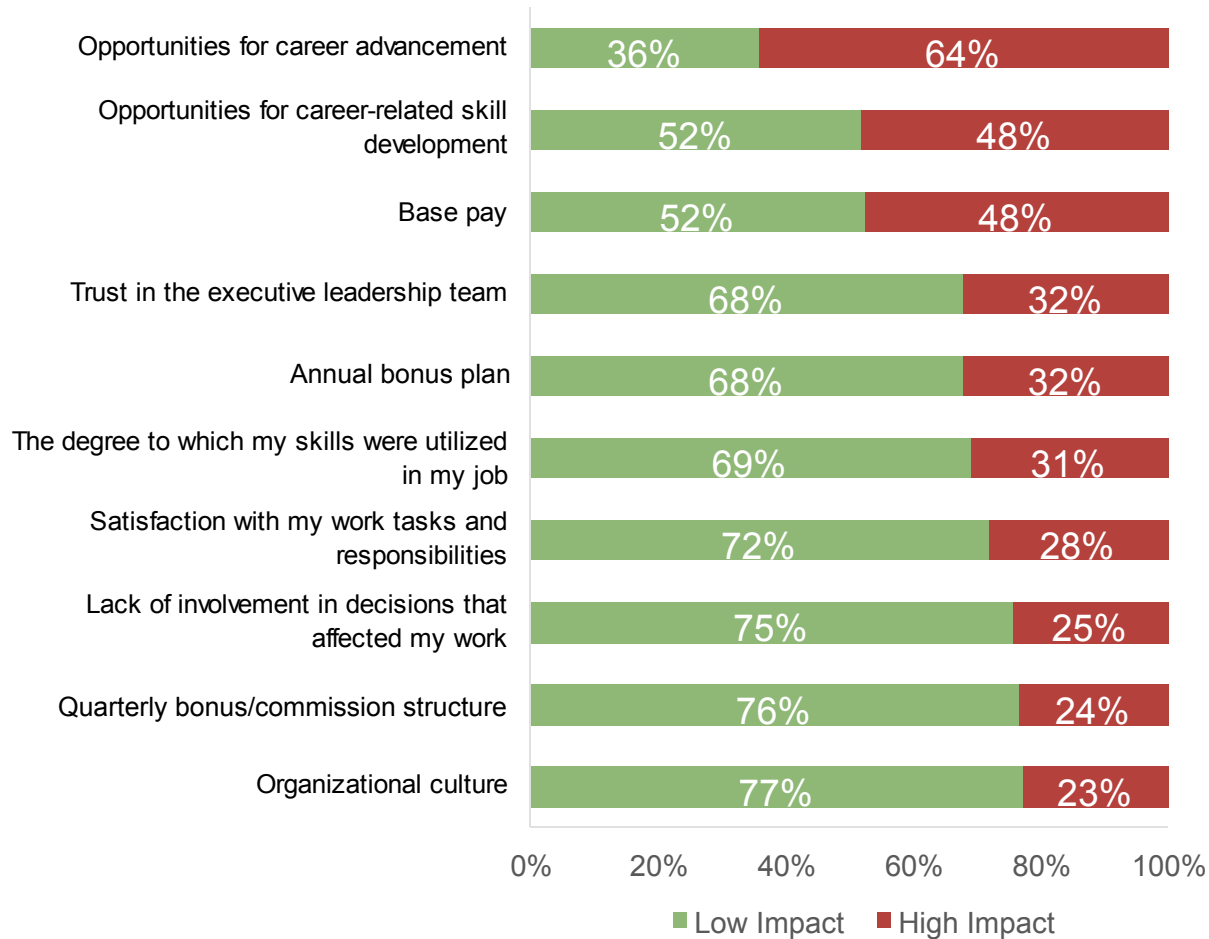
Your New Opportunity – Heard About Position

*On the last question, you indicated that you weren't looking for a new opportunity.
What best describes how you heard about your new role?*



Top 10 Reasons For Leaving

Percentage of respondents who said that these were a moderate, major, or primary reason for deciding to leave.



n = 45

