Exit interview

1. What influenced your decision to leave Statistics Lithuania?
   - [ ] a job offer at another workplace
   - [ ] retirement age
   - [ ] termination of a fixed-term labour contract
   - [ ] other (please indicate)

2. What made you leave Statistics Lithuania or look for another job?
   - [ ] insufficient salary
   - [ ] lack of motivation and incentive
   - [ ] disagreement with the immediate supervisor
   - [ ] disagreement with colleagues or other staff
   - [ ] lack of prospects in the institution
   - [ ] work became uninteresting
   - [ ] you did work which you did not want to do
   - [ ] other (please indicate)

3. How many times when working at Statistics Lithuania you were moved to another position or promoted?
   - [ ] not once
   - [ ] once
   - [ ] twice
   - [ ] more than twice

4. Were you ever provided a financial incentive or increased a salary when working at Statistics Lithuania?
   - [ ] not once
   - [ ] once
   - [ ] twice
   - [ ] thrice
   - [ ] more than thrice

5. What was the degree of your responsibility?
   - [ ] high
   - [ ] moderate
   - [ ] low

6. How would you assess work that you had been doing at Statistics Lithuania?
☒ interesting and creative, allowing self-realisation and proving your competence
☒ neither interesting nor uninteresting – there were possibilities to prove your competence, but you were not interested in that kind of work
☒ absolutely uninteresting – monotonous, no possibilities for self-realisation and proving your competence

other (please indicate) __________________________________________

7. Your job was for you:

☒ just a source of subsistence
☒ a possibility for self-realisation and creative work
☒ career possibilities
other (please indicate) __________________________________________

8. Was your work duly appreciated and recognised at Statistics Lithuania?

☒ yes
☒ partly
☒ no
☒ no opinion

9. Did you have a possibility to raise qualification at Statistics Lithuania?

☒ yes
☒ partly
☒ no
☒ no opinion

10. Did you have a possibility to take decisions and a right to express an opinion on your work-related issues?

☒ yes
☒ partly
☒ no
☒ no opinion

11. Is the employee motivation and incentive scheme at Statistics Lithuania sufficient?

☒ yes
☒ partly
☒ no
☒ no opinion

12. Is the number of events and non-financial incentives at Statistics Lithuania sufficient?
If no, please indicate the required ones:

☒ sufficient
☒ to some extent
☒ insufficient
☒ no opinion

insufficient (please indicate the required ones) ______________________
13. Is the number of seminars, training events and other possibilities to raise qualification at Statistics Lithuania sufficient? If no, please indicate the required ones:

- [ ] sufficient
- [ ] to some extent
- [ ] insufficient
- [ ] no opinion

insufficient (please indicate the required ones) ____________________

14. Is a possibility to express an opinion provided at Statistics Lithuania?

- [ ] yes
- [ ] partly
- [ ] no
- [ ] no opinion

15. Does the top management communicate with the staff in a fair way and try to hear their opinion?

- [ ] yes
- [ ] partly
- [ ] no
- [ ] no opinion

16. Will you ever talk about Statistics Lithuania as a good workplace, which allowed you to gain relevant practical knowledge, in future?

- [ ] yes, I will
- [ ] I sometimes will
- [ ] I never will
- [ ] no opinion

17. While working at Statistics Lithuania, have you gained experience that could be useful in future?

- [ ] yes
- [ ] partly
- [ ] no
- [ ] no opinion

18. What changes should be introduced to make you stay in the institution?

__________________________________________________________

19. If you headed the institution, what would change first? (you are welcome to indicate several statements)

__________________________________________________________

20. Other comments (please indicate):
21. Your age:

- under 22
- 23–30
- 31–40
- 41–50
- 51 and older

22. Your educational attainment:

- secondary
- post-secondary
- higher
  - bachelor’s degree
  - master’s degree
- other

23. How long have you been working at Statistics Lithuania?

- less than 1 year
- 1–3 years
- 3–5 years
- 5–10 years
- 10–20 years
- more than 20 years

24. Your position:

- blue-collar worker, white-collar worker, specialist
- junior specialist
- senior specialist
- subdivision head
- division deputy head
- division head
- top management

25. We would be grateful if you could enter your name and surname. Thank you.