

## Employee Exit

Many organizations have found that the traditional one-on-one Exit interviews tend to yield qualitative data that is decidedly neutral or “middle of the road”. Exiting employees simply do not open up in a way that allows organizations to capture actionable data – or if they do get data with some depth it is not holistically captured and organized in a manner that allows comparisons across business units, employee demographics, etc. to determine if the data just captured is a trend or is a unique to that individual. Developing retention strategies without a holistic view can lead to misaligned HR initiatives.

The solution to this problem is to provide a forum for the exiting employee to provide feedback in a structured, confidential manner and to collect this data in a standardized manner across the organization.

ClearPicture has developed an Exit Survey solution that enables companies to conduct a structured employee exit survey across the organization. Data is no longer captured by hand in a notebook where trends cannot be discovered. With the ClearPicture Exit Survey Solution data is now accessible and trends can easily be identified; enabling companies to make the necessary corrections and develop retention strategies that are targeted by group or demographic. The Employee Exit solution is an always-on solution, taken by employees when exiting the organization.