Robert Taylor Advisor/NEC 7/27/11

### **EXIT INTERVIEW**

1. What factors contributed to your accepting a job with the DCP? Have your feelings changed?

#### JOB CONTENT

Benefits

Feeling of Belonging

1. THE LOCATION 2. THE STAFF

VES	na the job expectati	ions when you	were hired	7	
3. Did you receive so information you receive so information you receive so information you receive so information you.	officient training to seeded to succeed in	o meet those ex n your job?	pectations?	Did you k	now how or where to get
4. How would you ra	ite your own contri	bution or perfo	rmance on	the job?	
Excullent					
5. Would you recome [1/fes] [] no If n		s a place to wo	ork to your :	friends or r	elatives?
THE DCP AS A  6. How would you ra			mploymen <u>Fair</u>	here?	Other Comments
Opportunity for				,	/
Advancement					
Performance Evaluation		<del></del>	/		
Physical Working			4		
Conditions					****
Your Salary	<del></del>				<del></del>
Vacation/Holiday					
Other Agency			_		

- 7. If you were leading the DCP, what would you do differently?

  GIVE ADVISORS MORE VOICE
- 8. What made your employment enjoyable? CLAUNIS
  - 9. What would make you interested in returning to work at the DCP?

# **QUALITY OF SUPERVISION**

10. How would you rate your supervisor in the following areas?

	Excellent	_Good	<u>Fair</u>	Poor	Other Comments
Demonstrates Fair & Equal Treatment		<u> </u>		_	
Provides Appropriate Recognition	. ·				<del> </del>
Resolves Complaints/ Difficulties in a Timely Fashion	·				
Follows Policy & Procedures		<u></u>		<del></del>	· ·
Informs Employee of Matters Relating to Work					
Encourages Feedback					
Is Knowledgeable in Own Job					
Expresses Instructions Clearly					
Develops Cooperation		********			

Robert Taylor



### REASONS FOR LEAVING

11. If you came back to work for the DCP, would you work for the same supervisor? NO 12. Are you leaving for a similar job? 13. How is your new job different from your old one? Are you staying in the same field? MA 14. What part does salary play in your decision to leave? NONG 15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position? WORKER CONDITION 16. What could the DCP have done to prevent you from leaving? NOTHING 17. If you are going to another job, what does that job offer you that your job here did not? NA 18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank? 19. I will donate Not annual hours and 282 sick hours.

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

R. Taylor



· Last Day 12/29/1

#### EXIT INTERVIEW



#### JOB CONTENT

	What factors contributed to your accepting a job with the DCP? Have your feelings changed?  Ineeded a job of the time I applied. The pay was better
1	here than most places I applied. Inhappy I excepted the position Did you understand the job expectations when you were hired?
	Not at first. But after pay training I knew what was
	expected of me.

3. Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?

yes

4. How would you rate your own contribution or performance on the job?

my work performance was outstanding

Would you recommend this agency as a place to work to your friends or relatives?
 yes [] no If no, please explain.

Yes

# THE DCP AS A PLACE TO WORK

•	Excellent	Good	<u>Fair</u>	Poor	Other Comments
Opportunity for		V			
Advancement					
Performance		· V			
Evaluation		<del></del>		<del></del>	
Physical Working		v.		•	
Conditions	<del> </del>	<del>-{.</del>	**********		<del></del>
Your Salary		X			
Vacation/Holiday		· _ <u>Y</u>	**********		
Other Agency	4.				
Benefits	<del></del>	4			The state of the s
Feeling of		i/			
Belonging	·	<b>_X</b>		·	

Imales to HR

7. If you were leading the DCP, what would you do differently? Have the Residents Run thre program like it was designed to do. Have treatment and security on the same page.

8. What made your employment enjoyable? my co-workers, the location, and the shift I work-

9. What would make you interested in returning to work at the DCP?

I enjoyed every part of my job.

### **QUALITY OF SUPERVISION**

10. How would you rate your supervisor in the following areas?

•	Excellent	Good	<u>Fair</u>	<u>Poor</u>	Other Comments
Demonstrates Fair & Equal Treatment	<del></del>	<u> </u>		, <u></u>	
Provides Appropriate Recognition		<u>X</u>			
Resolves Complaints/ Difficulties in a Timely Fashion		<u>X</u>			· .
Follows Policy & Procedures		<u>X</u>		<del></del>	
Informs Employee of Matters Relating to Work	<u></u>	<u>X</u>			
Encourages Feedback			<u></u>	·	
Is Knowledgeable in Own Job		4		<del></del>	·
Expresses Instructions Clearly		<u>X</u>		<del></del>	
Develops Cooperation	· · · · · · · · · · · · · · · · · · ·	<u>X</u> _	· ,		





#### REASONS FOR LEAVING

11. If you	came back to	work for t	the DCP,	would	you work for	the same su	pervisor?
------------	--------------	------------	----------	-------	--------------	-------------	-----------

yes

12. Are you leaving for a similar job?

NO

13. How is your new job different from your old one? Are you staying in the same field?

Im going back to the medical Field. No

14. What part does salary play in your decision to leave?

II played No part.

15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position?

I'm moving back to FL. to be near my 1st grand baby,

16. What could the DCP have done to prevent you from leaving?

Nothing

17. If you are going to another job, what does that job offer you that your job here did not?

N/A

18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?

19. I will donate \_\_\_\_\_ annual hours and \_\_\_\_\_ sick hours

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

M. Jones



# Arkansas Department of Community Correction Treatment Services Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff my respectfully decline the interview.

Name: ESTHER LEWIS

Title: A.T. P.M.

# Years Employed: 15/454mi Last Day: 2-29-12 Today's Date: 2-27-12

# Reason for Leaving: Retirement

1. What was most satisfying about your job duties?
Flexibility to work & Supervisor not micro-Managing.
Supervise available to assest & decisions as needed

2. What was least satisfying about your job duties?
Road-trip on bad weather days. Some of the distance such as the far southeast incomment to supervision.

3. On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position? 9.5

- 4. On a scale of 1 10, how do you rate availability of training for your job duties?
- 5. On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties?
- 6. On a scale of 1-10, how do you rate level of feedback you received about your performance-outside of formal annual reviews?
- 7. What is your opinion of DCC formal performance review/promotion process?

  Needs Some development. No level system for Courseln SX SAPL.

  to promote to
- 8. On a scale of 1-10, how helpful was treatment services/DCC in fulfilling your career goals?
- 9. What do you recommend we look for in finding your replacement?

  Someone people or each of able to that outside to Lox, no

  Problem following directives. Someone progressive & educations occurrency.

10. What could Treatment Services/DCC do to make your job easier for the next person?

Hire another Supervisor and Split the Aveq.

- 12. What were some agency policies that made your work difficult?

  Parking the Treatment Car Created Some difficulty.

What other comment do you have?
The Agency needs to unchede Tx more in decision making



Tamara Cooper Advisor 1/3/12

#### **EXIT INTERVIEW**

# JOB CONTENT

p. what factors control	ioured to your accept	S MN country of Miles	tin the Light	Y Have you	it feelings changed?	ne hat Ol
2. Did you understand	I the job expectatio	ns when you	were hired?	yw	9	
<del>-</del>	eded to succeed in	your job?	ente	rned	The in	200 1,80
4. How would you rat	e your own contributed Olut	ution or perfo	ormance on	the job? (	I believe	that I
5. Would you recomm	end this agency as , please explain.	a place to wo	ork to your f	riends or n	elatives?	
THE DCP AS A F	LACE TO WO	PRK				
6. How would you rat	e the following asp Excellent	ects of your e <u>Good</u>	employment <u>Fair</u>	here? Poor	Other Comment	·. <b>S</b>
Opportunity for Advancement			V_			
Performance Evaluation			$\underline{\underline{\alpha}}$		· · · · · · · · · · · · · · · · · · ·	
Physical Working Conditions			<u>K</u>	· · · · · · · · · · · · · · · · · · ·	<del> </del>	<del></del>
Your Salary			- <u>l</u>	•		
Vacation/Holiday	***************************************		٨			<u> </u>
Other Agency Benefits			L	···		_
Feeling of Belonging			K			·

9. What would make you	ou interested in res	nurning to wo	rk at the Do	CP? L	'I could	Return
QUALITY OF SU	PERVISION					
10. How would you rat	e your supervisor i	n the followi	ng areas?			
	Excellent	Good	<u>Fair</u>	Poor	Other Comments	
Demonstrates Fair & Equal Treatment		<del></del>		7		
Provides Appropriate Recognition			l			
Resolves Complaints/ Difficulties in a Timely Fashion			V	. <del> </del>		
Follows Policy & Procedures			Q		· · · · · · · · · · · · · · · · · · ·	
Informs Employee of Matters Relating to Work			2	•		
Encourages Feedback	·		L		- <u></u>	
Is Knowledgeable in Own Job			人			
Expresses Instructions Clearly						
Develops Cooperation						

8. What made your employment enjoyable? Working with and

7. If you were leading the DCP, what would you do differently?

helping the residents

11. If you came back to work for the DCP, would you work for the same supervisor?	
12. Are you leaving for a similar job?	•
13. How is your new job different from your old one? Are you staying in the same field?  Twill be working As A Herapish that I will stay the distribution of the American play in your decision to leave? Salam play a byth will be tripling my salary by the how	ا آما سم
15. What made you begin looking for another position, or, if appropriate, what made you listen to The offer to interview for another position?  The ceited my masters in Social work and Ton Control of the offer to interview for another position?  16. What could the DCP have done to prevent you from leaving?	nl
17. If you are going to another job, what does that job offer you that your job here did not?  Will have Mile Money and Hexible World Sound Hexible World Would you like to donote annual/or sick leave to the DCP Catactrophic Leave Roul?	ż
18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?  19. I will donate annual hours and sick hours.	

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community

Punishment Catastrophic Leave Bank Program.)

**REASONS FOR LEAVING** 

T. Corper 3

# Arkansas Department of Community Correction Treatment Services Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name:

Pamela Hyatt

Title: Advisor

# Years Employed:

Last Day:

8/29/12

**Today's Date: 8/29/12** 

## Reason for Leaving: Medical needs

- 1. What was most satisfying about your job duties? Helping the clients.
- What was least satisfying about your job duties? The stress level.
- 3. On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position?
  - 8- Only because I had other job duties unrelated to counseling which included drug testing, court preparation.
- 4. On a scale of 1 10, how do you rate availability of training for your job duties? 10- Every time I wanted to go or needed training it was not a problem.
- 5. On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties?
  - 10- current supervisor since April; available & helpful. It would be lower for previous supervisor- I felt like she delegated her duties and failed to take responsibility.
- 6. On a scale of 1 10, how do you rate level of feedback you received about your performance—outside of formal annual reviews?
  - 6- Only because I feel that it was more group directed on feedback than individually most of the time.
- 7. What is your opinion of DCC formal performance review/promotion process?

  Overall good opinion; the quarterly reviews helped more. Also, if I had received merit and there were no freezes but that's outside of DCC generally.
- 8. On a scale of 1 10, how helpful was treatment services/DCC in fulfilling your career goals? 10- I have never worked in the outpatient non-institutional setting and I got a lot of experience here.
- What do you recommend we look for in finding your replacement?
   A person that is certified as an alcohol and drug counselor and has knowledge of criminal behavior.
- 10. What could Treatment Services/DCC do to make your job easier for the next person? Decrease the caseload level; fully staffed positions; increase morale which will occur over time.
- 11. On a scale of 1-10, how generally pleased were you with your pay, benefits, and other incentives?
  - 6- It could have been better if we received raises and incentives.



12. What were some agency policies that made your work difficult? None.

What other comment do you have? None.

# **Arkansas Department of Community Correction**

# **Treatment Services** Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name:

Patricia Eason

Title: Admin Specialist II

# Years Employed: 3 Yrs 6 Months Last Day: 9/7/12 Today's Date: 9/6/12

#### Reason for Leaving: Took another position

- 1. What was most satisfying about your job duties? Transitional Housing; it involves a lot of people and going outside the Agency.
- 2. What was least satisfying about your job duties? Always short handed. Need for more Admin Assistants.
- 3. On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position? 10
- 4. On a scale of 1 10, how do you rate availability of training for your job duties? 10. The opportunity was always there for me to go to training
- 5. On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties? 10
- 6. On a scale of 1-10, how do you rate level of feedback you received about your performance outside of formal annual reviews? 10
- 7. What is your opinion of DCC formal performance review/promotion process? I don't have an opinion of it.
- 8. On a scale of 1-10, how helpful was treatment services/DCC in fulfilling your career goals? 10 or 11 or 12
- 9. What do you recommend we look for in finding your replacement? Someone who can multi-task.
- 10. What could Treatment Services/DCC do to make your job easier for the next person? Having two Admin Assistants for Treatment Services.
- 11. On a scale of 1-10, how generally pleased were you with your pay, benefits, and other incentives? Pay is 7 we all need more money. Benefits 10, I can't think of other incentives.
- 12. What were some agency policies that made your work difficult? None

What other comment do you have? None

# **Arkansas Department of Community Correction**

# Treatment Services Exit Interview Questionnaire

<u>Note:</u> Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name:

LaRon Couch

Title: Substance Abuse Program Leader

# Years Employed: 3

**Last Day:** 9/27/12

**Today's Date:** 9/26/12

#### Reason for Leaving: Resignation

- 1. What was most satisfying about your job duties? Being able to help others and working with the officers and my teammates.
- 2. What was least satisfying about your job duties? Not enough staff, overwhelming at times.
- 3. On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position? 10- on point with my description of job duties
- 4. On a scale of 1-10, how do you rate availability of training for your job duties? 8- other staff would go sometimes which would create a need to stay but plenty of opportunities for training.
- 5. On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties? 10- you can call for assistance whenever you need it.
- 6. On a scale of 1 10, how do you rate level of feedback you received about your performance—outside of formal annual reviews? 9- I received good and bad feedback on my performance, now I know the right way to do things.
- 7. What is your opinion of DCC formal performance review/promotion process? The PE process is detailed and self explanatory, it's good. The promotion process for treatment is not good; there is no room for advancement or more money.
- 8. On a scale of 1 10, how helpful was treatment services/DCC in fulfilling your career goals? 9- it gave me the opportunity to take my certification exam and have more options in the future.
- 9. What do you recommend we look for in finding your replacement? Someone with a good attitude interacts well with peers and has a good work ethic.
- 10. What could Treatment Services/DCC do to make your job easier for the next person? More treatment personnel.
- 11. On a scale of 1-10, how generally pleased were you with your pay, benefits, and other incentives? 10-it's good with insurance and time off along with pay.
- 12. What were some agency policies that made your work difficult? Not really any that made it difficult. The forms for full assessment take a lot of time but that's required.

What other comment do you have?

The main reason I'm leaving is due to working later hours. I loved my job here. My advice is to hire more positions for treatment. It's overwhelming.

# Arkansas Department of Community Correction Treatment Services Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff my respectfully decline the interview.

there was voluntary and the departing stay my respectfully decline the interview.
Name: JUNIKU FOVEMAN Title: Advisor
#Years Employed:   Last Day: [0-12 Today's Date: 10/15/2012
Reason for Leaving: NEW EMPROUMENT
1. What was most satisfying about your job duties? not hard to do once fearned.
2. What was least satisfying about your job duties? Interesthing was good.
3. On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position? 10 they were set please
4. On a scale of 1—10, how do you rate availability of training for your job duties?  10 we have good training
5. On a scale of 1 - 10, how do you rate availability of supervisory assistance as you carried out your duties? 10 energy curs carried out of phone or
email ar in Ressor
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance— outside of formal annual reviews? 10 Course format Tell une.
7. What is your opinion of DCC formal performance review/promotion process? price from from from from from from from from
What is your opinion of DCC fermal performance review/promotion process (every) free from the first of the fi
Suller and wer Change
10. What could Treatment Services/DCC do to make your into easier for the next person? be done
11. On a scale of 1-10, how generally pleased were you with your pay, benefits, and other incentives? The levels were you with your pay, benefits, and other lines with your pay, benefits, and other incentives?
12. What were some agency policies that made your work difficult? for receed any
What other comment do you have?

Lee Austin Corp. 11-24-12

#### EXIT INTERVIEW

# JOB CONTENT

l.	What factors contributed to your accepting a job with the DCF	? Have your feelings changed?
	Meeding a job to support my family an	I mysto's needs. NO

2. Did you understand the job expectations when you were hired?

	Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?
	Yes the training I recieved was very relative to my Job Duties and very easy to find intermetion as training.  How would you rate your own contribution or performance on the job?
ŧ.	How would you rate your own contribution or performance on the job?  On a scale from 1-10, 1 being power and 10 bein excellent I rate
	myself at an 8.
5.	Would you recommend this agency as a place to work to your friends or relatives?  [] no If no, please explain.

# THE DCP AS A PLACE TO WORK

6. How would you ra	Excellent	Good	<u>Fair</u>	Poor	Other Comments
Opportunity for Advancement					
Performance Evaluation					
Physical Working Conditions		<del></del>			
Your Salary					
Vacation/Holiday					
Other Agency Benefits					
Feeling of Belonging					

OUX LU I QUALITY OF SUI	•				
	Excellent	Good	<u>Fair</u>	Poor	Other Comments
Demonstrates Fair & Equal Freatment	· · · · · · · · · · · · · · · · · · ·				
Provides Appropriate Recognition			<b>-</b>		· .
Resolves Complaints/ Difficulties in a Fimely Fashion					
Follows Policy & Procedures			· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·
informs Employee of Matters Relating o Work	·		<del></del>		
Encourages Feedback			/		
s Knowledgeable n Own Job					
Expresses Instructions Clearly					
Develops Cooperation	/				

Enforce employee relations. Employees should treat everyone

Being officed a salary that componental for my five training.

Also the Annual/sick time cent superisons being considerate and contact

7. If you were leading the DCP, what would you do differently?

8. What made your employment enjoyable?
My Co-workers. They are family to me.

9. What would make you interested in returning to work at the DCP?

the same at all times

Lee Austin

# **REASONS FOR LEAVING**

11. If you came back to work for the DCP, would you work for the same supervisor?
yes, My supervisor taught me everything on the Jub,
and guided me in the right direction & treatil me well.
12. Are you leaving for a similar job?
No
13. How is your new job different from your old one? Are you staying in the same field?
I'll be un An Ambulaunce. Non madial field
14. What part does salary play in your decision to leave?
Big part, I have a growing family, and I need extra income.
15. What made you begin looking for another position, or, if appropriate, what made you listen to
Money being externed to me for holding an EMT License.
16. What could the DCP have done to prevent you from leaving?
Offered higher pay/sulary cv advancement
17. If you are going to another job, what does that job offer you that your job here did not?
Overtime
18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?
Ves
19. I will donate 2 annual hours and 177.25 sick hours weed 2, 25
175 hours
NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community
Punishment Catastrophic Leave Bank Program.)

LecAustin 3

# **Arkansas Department of Community Correction**

# Treatment Services Exit Interview Questionnaire

<u>Note:</u> Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: Jack Downing Title: ATPM

#Years Employed: 12 Years Last Day: 11/30/12 Today's Date: 11/27/12

Reason for Leaving: Age 68---Retirement

1. What was most satisfying about your job duties? Helping others be the best they can be at their jobs.

- 2. What was least satisfying about your job duties? Trying to keep up with all the constant changes.
- 3. On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position?
- On a scale of 1 10, how do you rate availability of training for your job duties?
- On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties?
   10
- 6. On a scale of 1 10, how do you rate level of feedback you received about your performance—outside of formal annual reviews?
- 7. What is your opinion of DCC formal performance review/promotion process? The process is adequate but the state needs to make more money available.
- 8. On a scale of 1-10, how helpful was treatment services/DCC in fulfilling your career goals?
- 9. What do you recommend we look for in finding your replacement? Consistency
- 10. What could Treatment Services/DCC do to make your job easier for the next person?

  Better and timely IT support
- 11. On a scale of 1-10, how generally pleased were you with your pay, benefits, and other incentives?
- 12. What were some agency policies that made your work difficult?

  Inadequate communications from top management to front line employees.

What other comment do you have?

I have enjoyed my time with DCC and am thankful for the opportunities they have given me. I am grateful that they gave a 50 year old man a chance to prove himself and learn a new profession. I intend to use the skills I've learned in retirement and continue to do some counseling.



# Arkansas Department of Community Correction Treatment Services Exit Interview Questionnaire

more ruces A tota Kenstianwan b
Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff my respectfully decline the interview.
Name: Donna Moshur Title: Substance Abuse Program
#Years Employed: 2 Last Day: 1/4/13 Today's Date: 1/3/13 Glade
Reason for Leaving:
1. What was most satisfying about your job duties? 1. I Interactions Wallerto.
2. What was least satisfying about your job duties?  Group activities.
3. On a scale of $1-10$ , how close were your job duties to what you thought it should be for someone in your position?
6. 4. On a scale of 1—10, how do you rate evailability of training for your job duties? 8— Iraining available, and remailing Limb distance away.
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties?
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance—outside of formal annual reviews? 1
7. What is your opinion of DCC formal performance review/promotion process?
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals?
9. What do you recommend we look for in finding your replacement?  Someone who has co-again ing disorders training fexperience.
10. What could Trentment Services/DCC do to make your job easier for the next person?
Pre more timely in funing replacements / new staff. Signature Pact  11. On a scale of i - 10, how generally pleased were you with your pay, benefits, and other incentives?
12. What were some agency policies that made your work difficult?  Voing Paper 1000.
Visit other common do you have? Eliminating frand copies of Client files fras actually generated. Proofe work in managing Dapenvork. Dignature pada would eliminate much of additional time Spent getting signatures.
more work in managing paperwork. Signature pade would
eliminate much of additional time spent getting signatures,
Sound Reine & Dilleran.

# Arkansas Department of Community Correction Treatment Services Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: Andrew Beavers Title: SAPL (Temp position)

# Years Employed: 2.5 years total Last Day: 1/18/13 Today's Date: 1/18/13

### Reason for Leaving: temporary position only

- 1. What was most satisfying about your job duties? Providing substance abuse services to the clients.
- 2. What was least satisfying about your job duties? Amount of time for clinical substance treatment needs and resources for it. Better services could be provided with more time.
- 3. On a scale of 1 10, how close were your job duties to what you thought it should be for someone in your position? 8- all tools and everything needed to complete the tasks was available for me.
- 4. On a scale of 1 10, how do you rate availability of training for your job duties? 7- lack of central location for training needs.
- On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties?
   Supervisor always available with three different locations and supervisors. Assistant Director also always available for treatment services.
- 6. On a scale of 1 10, how do you rate level of feedback you received about your performance-outside of formal annual reviews? 7- good feedback.
- 7. What is your opinion of DCC formal performance review/promotion process? Fair.
- 8. On a scale of 1-10, how helpful was treatment services/DCC in fulfilling your career goals? 9-Very good, licensed and able to take the exam along with continuing education hours' availability.
- 9. What do you recommend we look for in finding your replacement? N/A (Temp position.) Stated he would look for someone educated and knowledgeable in treatment.
- 10. What could Treatment Services/DCC do to make your job easier for the next person? More access to clinical best practices.
- 11. On a scale of 1 10, how generally pleased were you with your pay, benefits, and other incentives? Good and pleased with it as a Substance Abuse Program Leader in comparison to a Drug Court Advisor.
- 12. What were some agency policies that made your work difficult? The ambiguity and inconsistency concerning marijuana and the accountability for the use of that substance within the agency.

What other comment do you have? More money and resources for treatment- residential and long term services as well as mental health.



# Arkansas Department of Community Correction Treatment Services Exit Interview Ouestionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name:

Twanna Johnson

Title: Substance Abuse Program Leader

#Years Employed: 2/9/09

Last Day: 3/29/2013

Today's Date: 3/29/13

## Reason for Leaving: Resignation

- 1. What was most satisfying about your job duties? Working with the clients.
- 2. What was least satisfying about your job duties? Not being about to provide the level of care I desired. We were provided with resources for referral for their best interest. Mostly, funding sources and available assistance in the community. I sometimes forget that the client needs to work harder than the staff.
- 3. On a scale of 1 10, how close were your job duties to what you thought it should be for someone in your position? 10- the SAPL job, although it was focused on substance abuse along with part of it dealing with Co-occurring, I had the freedom to make sure what is necessary to meet the clients' needs as a SAPL. I felt more a clinician role in the SAPL position than I did as a Drug Court Advisor.
- 4. On a scale of 1-10, how do you rate availability of training for your job duties? 10- my supervisors current and past supported training opportunities and getting my professional development in different areas.
- 5. On a scale of 1 10, how do you rate availability of supervisory assistance as you carried out your duties? 8- It was good throughout but I had 4 different supervisors over the four years I have been here so it has varied. Having a clinical supervisor on site is more beneficial but it worked out well.
- 6. On a scale of 1-10, how do you rate level of feedback you received about your performance—outside of formal annual reviews? 10- It was solid, I wanted feedback.
- 7. What is your opinion of DCC formal performance review/promotion process? I think it's good. I have shared with my supervisors' that I believe it's a good tool and good for strategic planning. The only thing I would change about it is that I wish there was a way to educate employees on the importance for evaluations. People don't understand the point of it and it leads to frustration. The promotion process in general is good. What is lacking is the opportunity in treatment services to be promoted.
- 8. On a scale of 1-10, how helpful was treatment services/DCC in fulfilling your career goals? 8-I didn't have any clear-cut career goals when I started other than helping people but DCC did help with that for me.
- 9. What do you recommend we look for in finding your replacement? I think that you need to find someone that is not applying for this position just for a job. They truly want to work towards the Department's mission statement of reducing recidivism. I strongly recommend they be certified for the treatment team. They would need to have a little bit of experience under the belt and computer savvy. Quick learner, creative problem solver, make phone calls/communicate; intimidation is not an option with the work load.

- 10. What could Treatment Services/DCC do to make your job easier for the next person? I think when the past two clinical supervisors provided information/training for 2-4 weeks; it helps learn the job duties. Provide consistency like the current supervisor has provided to the staff. Staff manual is beneficial.
- 11. On a scale of 1 10, how generally pleased were you with your pay, benefits, and other incentives? 10- Everyone wants more, but as a whole it was good because I was doing what I love.
- 12. What were some agency policies that made your work difficult? I can't think of one off-hand or made it more difficult.

What other comment do you have?

I have enjoyed my time here, I've had fun. I have learned a lot from working in Area 7- it presented challenges and growth for this next chapter. I am going to Central Office of DCC as the Grant Coordinator which is more in line with my Master's degree.

Try Sanders 4-30-13 NEC-OSCEDA

#### EXIT INTERVIEW

# JOB CONTENT

I Was ?	told that DCC. My	feeling	n the DCP  of Jave	! Have you b だみ, . Not	changed.
2. Did you understand  ND I di	the job expectatio	ns when you v	vere hired?		
3. Did you receive surinformation you ne Yes T found.	fficient training to peded to succeed in did and,	meet those exp your job? Ye9 Hhe	ectations?	Did you kr Ir Ma+.	now how or where to ge
4. How would you rat	e your own contribution Confrida			the job?	
5. Would you recomn		a place to wo	rk to your i	îriends or re	latives?
THE DCP AS A I			mployment <u>Fair</u>	here? <u>Poor</u>	Other Comments
Opportunity for Advancement		_/			
Performance Evaluation					·
Physical Working Conditions				<del></del>	
Your Salary					
Vacation/Holiday					
Other Agency Benefits					
Feeling of Belonging					

E-MAILED MAY 0 1 2013

7.	If you were leading	the DCP, what would	l you do differe	ntly?		
	I would	have at,	least 2	Officers	on transports	that
	are over	2 hours	long.		•	

8. What made your employment enjoyable?
The responsibilies given to me and the family closeness.

9. What would make you interested in returning to work at the DCP?

Part time employment.

## **QUALITY OF SUPERVISION**

10. How would you rate your supervisor in the following areas?

	Excellent	Good	<u>Fair</u>	Poor	Other Comments
Demonstrates Fair & Equal Treatment		*****			
Provides Appropriate Recognition					· .
Resolves Complaints/ Difficulties in a Timely Fashion			· <del>.                                    </del>		
Follows Policy & Procedures					-
Informs Employee of Matters Relating to Work				· .	·
Encourages Feedback			· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·
Is Knowledgeable in Own Job					
Expresses Instructions Clearly			<b></b>		
Develops Cooperation		·			

# **REASONS FOR LEAVING**

Punishment Catastrophic Leave Bank Program.)

11. If you came back to work for the DCP, would you work for the same supervisor?
Yes, I would.
12. Are you leaving for a similar job?
NO I am not
13. How is your new job different from your old one? Are you staying in the same field?
I have NO NEW SOB.
14. What part does salary play in your decision to leave?
NONE
15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position?
I have not looked for a new position.
16. What could the DCP have done to prevent you from leaving?
Part time Employment
17. If you are going to another job, what does that job offer you that your job here did not?
NO.
18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?
I would like to dounte sick leave to DCC catastrophic Leave Bank.
19. I will donate O annual hours and 206 sick hours.
NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community

I, Sandors

# **Arkansas Department of Community Correction**

# Treatment Services Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: Casslyn Billingsley Title: P/P Advisor

# Years Employed: 1y 2m 17d Last Day: 7/12/13 Today's Date: 7/12/13

Reason for Leaving: Resignation

What was most satisfying about your job duties?

Flexibility in doing my job.

What was least satisfying about your job duties?

Number of assessments

On a scale of 1-10, how close were your job duties to what you thought it should be for someone in your position?

6.

On a scale of 1 - 10, how do you rate availability of training for your job duties?

5.

On a scale of 1-10, how do you rate availability of supervisory assistance as you carried out your duties?

7.

On a scale of 1-10, how do you rate level of feedback you received about your performance---outside of formal annual reviews?

7.

What is your opinion of DCC formal performance review/promotion process?

I think that the supervisor's day to day statements about work performance should match what is reflected in performance evaluation documentation.

On a scale of 1-10, how helpful was treatment services/DCC in fulfilling your career goals?

Cass

2.

What do you recommend we look for in finding your replacement?

Longevity as far as wanting a career in substance abuse counseling.

What could Treatment Services/DCC do to make your job easier for the next person?

More formal training.

On a scale of 1-10, how generally pleased were you with your pay, benefits, and other incentives?

5.

What were some agency policies that made your work difficult?

None noted.

What other comment do you have?

None.

# **Department of Community Correction**

# **Exit Interview Questionnaire**

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

Name: Carrie Cochran-Raglon			Title: Reentry Program Manager			
Department: Probation/Parole	Length of	Length of Service: 2 years				
<ol> <li>What factors led to your decision to leav that apply.)</li> </ol>	ve your DC	CC or your :	assigned A	rea/Center? (Check all		
Change of Career		Lack of Re	ecognition			
Career Advancement Opportunity/Better O	pportunity		Compensa	tion/Benefits		
Retirement			Family Cir	rcumstances		
Return to School			Issues with	n Supervision/Management		
Relocation			Work Con	ditions		
Commute			Other:			
Yes No Please explain.	ahlihir saaraa aan ah ah ah ah ah	Alaka a a a a a a a a a a a a a a a a a a	******* ****** ******* ***************			
Yes No Please explain.  2) Did your supervision chain	Almost always	Sometimes	Never	Comments		
	1	Sometimes	Never	Comments		
2) Did your supervision chain	always	Sometimes	Never	Comments		
2) Did your supervision chain  Demonstrate fair and equitable treatment	always	Sometimes	Never	Comments		
2) Did your supervision chain  Demonstrate fair and equitable treatment  Provide you ample training to do your job	always		Never	Comments		
2) Did your supervision chain  Demonstrate fair and equitable treatment  Provide you ample training to do your job  Provide feedback on your job performance	always		Never	Comments		

Resolve complaints and problems	8				$\boxtimes$			
Follow policies and practices	nnisaaasaaasiishobaliyaliy.ci		$\boxtimes$					
				J	1	<u> </u>		
3) How would you rate the foll	to yo	our jo	b?					
			Exco	ellent	Good	Fair	Poor	Comments
Cooperation within your department	ent							
Cooperation with other departmen	nts							
Communications in your departm	ent				$\boxtimes$			
Communications within the DCC	as a whole				$\boxtimes$			
Communications between your su	pervisor a	nd you		]				
Morale in your department								
Your job satisfaction				]				
Staff development opportunities						$\square$		
Growth potential	***************************************			]				
Compensation/Benefits					$\boxtimes$			
4) In general, how well do you	perceive t	hat DC	C sta	ıff em	brace	the follo	wing v	workplace
behaviors?	Almost		dda a mae a a a a a a a a a a a a a a a a				T	
	always	Freque	ently	Some	etimes	Rarely	Neve	cr Comments
Staff focus		$\boxtimes$						
Support of diversity initiatives		$\boxtimes$						
Continuous learning					<b>A</b>			
Creative problem solving		$\boxtimes$						
Empowerment					riangleq			
Teamwork		$\boxtimes$						

5) What did you like most about your employment at the DCC? Training that was provided by Grant Analyst-Glenda Spratt.
6) What did you like least?
7) What will your new situation provide that this one does not? Permanent position
8) Do you have any suggestions for improvement?
9) Is there anything the DCC could have done differently to entice you to stay?  Yes No Please explain: Assist in obtaining a permanent position.
10) Would you consider working for the DCC again in the future?  ☐ Yes, without reservations ☐ Yes, with reservations ☐ No Please list reason:
11) Would you recommend working for the DCC to others?  Yes, without reservations Yes, with reservations No Please list reason:
12) Additional comments about your job or the DCC None

# **Department of Community Correction**

### **Exit Interview Questionnaire**

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

Name: Lisa A Thompson		Title: Payr	rall	Sarvica	Specialist	
Traino. 12184 74 Thompson		Tiuc. I ayı	VII	SCI VICE	Specialist	
Department: HR-Central Office		Length of Service: 9 Years				
1) What factors led to your decision to leave that apply.)	e your D	CC or you	ır as	ssigned A	rea/Center? (Check all	
Change of Career				Lack of Re	ecognition	
Career Advancement Opportunity/Better O	pportunit	У		Compensa	tion/Benefits	
Retirement			∐I	amily Cir	rcumstances	
Return to School				ssues with	n Supervision/Management	
Relocation			<u> </u>	Work Con	ditions	
Commute	وسيرملة وسالتون بيرسوداري	ور من المساور		Other:	Washing to the state of the sta	
2) Did your supervision chain	Almost	Sometim	ıes	Never	Comments .	
Demonstrate fair and equitable treatment	V					
Provide you ample training to do your job						
Provide feedback on your job performance						
Provide recognition on the job						
Develop cooperation and teamwork						
Encourage/listen to suggestions	□ □	1 0				

Resolve complaints and problem	s		V	******				711.
Follow policies and practices	ur v e dandr sekn divik museuv v privinsk sek			· · · · · · · · · · · · · · · · · · ·				
3) How would you rate the foll	owing in	relation	to you	r jo	b?			
			Excell	ent	Good	Fair	Poor	Comments
Cooperation within your departm				,				
Cooperation with other departme		- Andrewski z z z z z z z z z z z z z z z z z z z						ALLINEAR, PROSERVA CANADA LA MARCA DE LA CASA DE LA CAS
Communications in your departm	ent			· · · · · · · · · · · · · · · · · · ·				
Communications within the DCC	as a whol	e						and the second s
Communications between your su	pervisor a	and you	Ø					Additional states (see the second
Morale in your department	19 .							tin time to the first terms to the terms to
Your job satisfaction	M COLUMN AND AND AND AND AND AND AND AND AND AN	felishd en stock and en ou en a an						
Staff development opportunities		<del></del>						
Growth potential	***************************************	······································		·		V		in the second section of the second section of the second section of the second section sectio
Compensation/Benefits	19. 1899   19. 1882   Victor Land Control of the Co							en e
4) In general, how well do you behaviors?		· · · · · · · · · · · · · · · · · · ·	····			. An in the second section of the second section of the second section of the second section of the second sec	_	
	Almost always	Freque	ently S	ome	times	Rarely	Neve	r Comments
Staff focus				7	1			**************************************
Support of diversity initiatives		Ø		Γ				
Continuous learning								The state of the s
Creative problem solving		V		E	Ī			
Empowerment				Ľ	]			
Teamwork				Г	7	П	$\dagger \Box$	

· . .

5)	What did	you like n	nost about y	your em	ployment :	at the DCC?
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What I like most about my 9 years of employment with DCC, was the ability to work independently (trust from my employer) and the people I worked with. It's great to work with people that care about their agency and doing a good job. It's hard to find that environment today because so many people don't care about honesty, hard work and integrity.

#### 6) What did you like least?

Over the years, DCC Management lost the motivation for change, honesty and integrity. In my position, as payroll service specialist there were too many unnecessary write ups, suspension and termination that came across my desk.

### 7) What will your new situation provide that this one does not?

My new position will provide the necessary skills for advancement in a career of management.

8) Do you have any suggestions for improvement?  Much improvement is needed in management to value the otask.	pinion of those who are dealing with the day to day
9) Is there afflything the DCC could have done differently Yes No Please explain: Base on my skills and abit with DCC years ago.	
10) Would you consider working for the DCC again in the Yes, without reservations Yes, with reservations	ne future? No Please list reason:
11) Would you recommend working for the DCC to other Yes, without reservations Yes, with reservations	rs? No Please list reason:

12) Additional comments about your job or the DCC

# **Department of Community Correction**

### Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

Name N. Stewast	Title	TG.	(pard	inator
Department	Length	of Service	<u> </u>	(/(
			12 90	inator a13
4 177				
1) What factors led to your decision to lea	ve the DC	C? (Check		
Change of Career		<u></u>	Lack of R	
Career Advancement Opportunity/Better C	pportunity			ation/Benefits
Retirement	<del></del>		Family Ci	rcumstances
Return to School			Issues wit	h Supervision/Management
Relocation			Work Con	ditions
Commute			Other:	
Before making your decision to leave, did y  Ves No Please explain.	ou investig	gate other o	ptions that	f would enable you to stay?
2) Did your supervision chain	•			
	Almost always	Sometimes	Never	Comments
Demonstrate fair and equitable treatment		7		depends
Provide you ample training to do your job				
Provide feedback on your job performance	V			
Provide recognition on the job	U			
Develop cooperation and teamwork				
Encourage/listen to suggestions		Ø		

			•				
				·			
Resolve complaints and p	oblems	<u>U</u>					
Follow policies and practi	ces					0	Repends.
2) How would are under	.t C-111	1.45. 4					·
3) How would you rate to	ne iollowing in re		your jo xcellent		Fair	Poor	Comments
Cooperation within your d	epartment	<u>, i</u>				//.  /_	<u> </u>
Cooperation with other de					[ [-]		
	physics of the contract of the						<u> </u>
Communications in your d	epartment				\ \vdot 2'		
Communications within th	e DCC as a whole						-
Communications between	your supervisor and	d you					
Morale in your department					团		THE PARTY OF THE P
Your job satisfaction			П	1			
Staff development opportu	nities			Image: Control of the			
Growth potential				Q			
Compensation/Benefits		:			v		
4) In general, how well d	o you perceive th	at DCC	staff em	brace	he follo	wing w	orkplace
behaviors?						TO ATTACH TO SELECT	
	Almost always	requent	ly Some	etimes	Rarely	Never	Comments
Staff focus				J/			
Support of diversity initiati	ves 🔲			4			
Continuous learning							
Creative problem solving				v/			The state of the s
Empowerment						$I_{\Box}$	

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Teamwork							., ., ., ., ., ., ., ., ., ., ., ., ., .
5) What did you like most about	t your employ	ment at tl	ne DCC?	,	•		
Helpins 1	reople	•					
6) What did you like least?							
Gtress						-	
7) What will your new situation	provide that t	this one d	oes not?				
growt	h - po	ny inc	vease				
8) Do you have any suggestions		,					
O	allo fro	nining					
9) Is there anything the DCC co	uld have done se explain	different	ly to entic	e you to s	stay?		
	MA						
10) Would you consider working Yes, without reservations				? Please li	st reason	ı:	
•	MA						
11) Would you recommend work Yes, without reservations Y				Please lis	st reason	: <u> </u>	
12) Additional comments about	your job or th	ne DCC					
	Great	JOL	1				

#### Exit Interview Questionnaire

Name TIFFANY GASTON	Title PAYROLL TECHNICIAN							
Department HUMAN RESOURCES	Length o	Length of Service 3 YRS 5 MO						
1) What factors led to your decision to leave that apply.)	e your DC	CC or you	r assigned A	rea/Center? (Check all				
Change of Career			Lack of R	ecognition				
Career Advancement Opportunity/Better O	pportunity		Compensa	ation/Benefits				
Retirement		][	Family Ci	rcumstances				
Return to School	***************************************		Issues wit	h Supervision/Management				
Relocation			Work Con	ditions				
Commute			Other:					
Before making your decision to leave, did you investigate other options that would enable you to stay?  Yes No Please explain. Applied for another postion within agency and didn't get the position  Did your supervision chain  Almost always Sometimes Never Comments								
Demonstrate fair and equitable treatment	×	. 🗆		,				
Provide you ample training to do your job								
Provide feedback on your job performance								
Provide recognition on the job	$\boxtimes$							
Develop cooperation and teamwork								
Encourage/listen to suggestions								

								,
		•				•		
Resolve complaints and problems	And Designation of the Control of th	[		×.				-
Follow policies and practices			$\boxtimes$					
3) How would you rate the follo	wing in	relation	to your j	ob?				
			Excellen	t Good	Fair	Poor	Comments	
Cooperation within your departme	nt	······································						
Cooperation with other departmen	ts							The state of the s
Communications in your departme	ent						- 22	
Communications within the DCC	as a whol	e						
Communications between your su	pervisor a	ınd you					and the second s	
Morale in your department					$\boxtimes$			
Your job satisfaction								
Staff development opportunities								
Growth potential					Ø			
Compensation/Benefits					$\boxtimes$		Value and the state of the stat	
4) In general, how well do you p	perceive t	that DC	C staff ei	mbrace	the follo	owing wo	rkplace	<u></u>
	Almost always	Freque	ently Son	netim <b>e</b> s	Rarely	Never	Comments	
Staff focus	· 🗆	$\boxtimes$						
Support of diversity initiatives		· 🖸						
Continuous learning								
Creative problem solving				$\boxtimes$				
Empowerment		$\boxtimes$						
Teamwork				$\boxtimes$				

5) What did you like most about your employment at the DCC? N/A
6) What did you like least? N/A
7) What will your new situation provide that this one does not? A chance to work in accounting w/numbers
8) Do you have any suggestions for improvement? N/A
9) Is there anything the DCC could have done differently to entice you to stay?  Yes No Please explain
10) Would you consider working for the DCC again in the future?  ☐Yes, without reservations ☐Yes, with reservations ☐No Please list reason:
11) Would you recommend working for the DCC to others?  Yes, without reservations Yes, with reservations No Please list reason:
12) Additional comments about your job or the DCC N/A

# Exit Interview Questionnaire

M	with your answers to the following questions. Community Correction (DCC) employee. As responses include areas for improvement as we please be assured your responses will be treat will in no way affect your re-employment post again with this agency.  Department  Department	yell as recorded as confinence of the confinence	gain from youe to strive for mmendation dential, will nould you be of Service Cor your	your experi for exceller is to remed not become e eligible and assigned A Lack of Ro Compensa	ience as a Department of ince, it is important that your y deficiencies in these areas. The part of your personnel file, and and desire to seek employment income the file of the part of your personnel file, and and desire to seek employment income the file of the part of your personnel file.
	Relocation			Work Con	rama Tari da da da Tariba da
	Commute			Other:	
	Before making your decision to leave, did y Yes No Please explain.  2) Did your supervision chain	ou investig	ate other o	ptions that	t would enable you to stay?
		Almost always	Sometimes	Never	Comments
	Demonstrate fair and equitable treatment	APA	PM		
	Provide you ample training to do your job	MANA			
	Provide feedback on your job performance	PAPA	AM		0
	Provide recognition on the job	AM		AM-	folialy
	Develop cooperation and teamwork	AAM		AM-	patrly

Resolve complaints and problems	s /			A	1-lut	ly
Follow policies and practices	Á	M				
		and a grant of the second of t			AM. 2/1.8074   2001	
3) How would you rate the foll	owing in relatio	n to your je Excellent		Fair	Poor	Comments
			, G000			
Cooperation within your department	ent	<u> </u>	<u>                                   </u>	7		., ,,
Cooperation with other departmen	nts		1			
Communications in your departm	ent			A		
Communications within the DCC	as a whole			<b>1</b>		
Communications between your su	pervisor and you	H			AN.	
Morale in your department	······································			¦   □	7	
		·				
Your job satisfaction		ļ Ļ	;			
Staff development opportunities						
Growth potential			P			
Compensation/Benefits			D			
4) T L 11 d		CC staff on		ha fall	entra eranb	
4) In general, how well do you behaviors?	perceive mat D		iidrace i	TE TOTAL	Willig Wolf	piace
	Almost always Frequ	ently Som	etimes	Rarely	Never	Comments
Staff focus	AAA C			MADA		
Support of diversity initiatives	AAAM [	֓֞֞֞֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓		1994		
Continuous learning		<b>Z</b>				
Creative problem solving	AAT	]		MDA		
Empowerment Teamwork		]				

	5) What did you like most about your employment at the DCC?  O-WITCH, WILLIAM OS IOSIM FOR COUNTS PA DIFFICE,  WILLIAM UNCLE MR. MENEUL WAS AM,  TUDGES,  6) What did you like least?  OUL OF SIMMUMULATION ON CHANGE WITN AM,—
	7) What will your new situation provide that this one does not?  [
	8) Po you have any suggestions for improvement?  THE PURT HOWS, OF SMU HILLIAS, DIVICE CASES BACK TO DIVIDE MY INTERPORT OF THE MENT OF THE PROPERTY OF THE PR
	10) Would you consider working for the DCC again in the future?  Yes, without reservations Yes, with reservations No Please list reason:
_	11) Would you recommend working for the DCC to others?  Yes, without reservations Yes, with reservations No Please list reason:  Please list reason:

12) Additional comments about your job or the DCC



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### **Exit Interview Questionnaire**

again with this agency.	ssiointies s	snouia you be	s engione a	ind desire to seek employment			
Name Kendra Jackson	Title	PPO	1				
Department PS/IRS	Length	of Service	5yrs	3			
What factors led to your decision to lea     that apply.)	ve your D	CC or your	assigned A	Area/Center? (Check all			
⊠Change of Career			Lack of R	ecognition			
Career Advancement Opportunity/Better (	Opportunity		Compensa	ation/Benefits			
Retirement	***		Family Ci	ircumstances			
Return to School			☐Issues with Supervision/Management				
Relocation			☐Work Conditions				
Commute			Other:				
Before making your decision to leave, did y  Yes No Please explain.  Did your supervision chain	Almost						
·	always	Sometimes	Never	Comments			
Demonstrate fair and equitable treatment	×			Always!			
Provide you ample training to do your job	Ø			Yes!			
Provide feedback on your job performance	X		· 🗆	Always!			
Provide recognition on the job	X	. 🗆		Y65!			

Develop cooperation and teamw	ork						ſ	Always!
Encourage/listen to suggestions	(4) - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -		ÍX.					Always!
Resolve complaints and problem	is	`	対				(	100!!
Follow policies and practices			<b>\Z</b> I					Mandatony!
				•			-	J
3) How would you rate the fol	lowing in	relation	ı to yo	ur jo	b?	· 		
			Excel	lent	Good	Fair	Poor	Comments
Cooperation within your departm	ent		X	1)				
Cooperation with other departme	nts		×	r				
Communications in your departm	ent	-	Þ	L				
Communications within the DCC	as a whole	e		]	X			
Communications between your st	ipervisor a	nd you	×					
Morale in your department			×					
Your job satisfaction	1111		M	(				
Staff development opportunities					X			
Growth potential					X			
Compensation/Benefits			X					
4) In general, how well do you	perceive t	hat DC	C staff	f em	brace 1	he follo	wing	workplace
behaviors?	• 				<del>.</del> -		1	
	Almost always	Freque	ently S	оте	times	Rarely	Nev	er Comments
Staff focus		X			]			
Support of diversity initiatives	又							
Continuous learning	X				]			
Creative problem solving	X				]			
Empowerment	X				]			
Teamwork	7				]			

• • • • • • • • • • • • • • • • • • • •	
* . *	5) What did you like most about your employment at the DCC? The experience, training, leadership, the People.
	6) What did you like least?
·	7) What will your new situation provide that this one does not? They are pretty much the same. I was ready for a career charge.  8) Do you have any suggestions for improvement? Continue to listen to staff.
	9) Is there anything the DCC could have done differently to entice you to stay?  Yes No Please explain
	10) Would you consider working for the DCC again in the future?  New order working for the DCC again in the future?  Please list reason: I really the people of the people of the people of the people.
•	11) Would you recommend working for the DCC to others?  Yes, without reservations Yes, with reservations No Please list reason: Benefits, Corning experience, Job Security
	12) Additional comments about your job or the DCC
	Thank You for the
	many opportunities!

#### **Exit Interview Questionnaire**

Name SELINA G. MALLON	Title	Title Floministentiue Specialist II							
Department	Length	of Service							
DCC TRUATMENT			<u> </u>	THS					
1) What factors led to your decision to lear	ve the DCC	C? (Check	all that ap	ply.)					
Change of Career			Lack of R						
Career Advancement Opportunity/Better C	pportunity		Compensa	tion/Benefits					
Retirement			Family Ci	rcumstances					
Return to School			Issues with	h Supervision/Management					
Relocation		. [	Work Con	ditions					
Commute	······································		Other:						
Yes No Please explain. Recouse I	Almost			THE BUNKE MAD I 1800 TO					
	always	Sometime	es Never	Comments					
Demonstrate fair and equitable treatment									
Provide you ample training to do your job									
Provide feedback on your job performance									
Provide recognition on the job									
Develop cooperation and teamwork			d						
Encourage/listen to suggestions									

			· • • • • • • • • • • • • • • • • • • •			ىدى <u>سىسىسىسىسىسى</u>		
Resolve complaints and problems			<u>√</u>	<b>4</b>				
Follow policies and practices			1					
3) How would you rate the following	lowing in r	elation	to yo	our jo	b?		ī	
	•		Exce	ellent	Good	Fair	Poor	Comments
Cooperation within your departm	ent			1				
Cooperation with other departme	nts							
Communications in your departm	lent		2 2 2	7				ALL STATES
Communications within the DCC	as a whole		[	1				
Communications between your so	upervisor ar	ıd you	_	1				
Morale in your department					Ø			
Your job satisfaction						Ø		
Staff development opportunities				] :				·
Growth potential		,						
Compensation/Benefits				]				
4) In general, how well do you behaviors?	perceive tl	nat DC	C sta	ıff em	ibrace 1	the follo	wing w	orkplace
	Almost always	Freque	ently	Some	e <b>times</b>	Rarely	Neve	r Comments
Staff focus				[	1			
Support of diversity initiatives					1			
Continuous learning				[				
Creative problem solving		<u> </u>		[	<u> </u>			·
Empowerment				[	ৰ্থ		<u> </u>	

Teamwork						
5) What did you like most ab I 2NZDY80 MY Co	out your en	nployment a .S.	t the DCC?			
6) What did you like least? WHOT I LIKED LE	789 PER T 146000	s the w He mor	ray THE VALE OF T	1917) 170 3H	Tleat File.	'to staff
7) What will your new situating PEACE	ion provide	that this on	e does not?			
8) Do you have any suggestion NEW MANAGEMENTAL	ns for impr 27, Som	ovement? .eone T	RT UST	'ens 19	בזלארו	CHRES FOR
9) Is there anything the DCC Yes No I	could have	done differ in Mole (	ently to enti-	ce you to አዴ ፕዛቴ ፣	stay?	. সেন <b>্</b>
10) Would you consider wor!  Yes, without reservations	- king for the	DCC again	in the futur	e?		On: CAUSE TUDOUD DE WORKING AT CENTRAL SAFICE.
11) Would you recommend very Yes, without reservations	vorking for Yes, with	the DCC to reservations	others? □No	Please l	list reas	ON: CAUSE THUSWARE CHESTEAN ABOUTHE THE BETTER

12) Additional comments about your job or the DCC



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## **Exit Interview Questionnaire**

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your

Please be assured you	r response our re-em	s will be trea	ted as co	nfidential, v	ions to remedy deficiencies in these areas. vill not become part of your personnel file, and be eligible and desire to seek employment			
Name John Blankens	ship		T	itle Probati	on/Parole Agent			
Department DCC	1,22249	en e	L	ength of Se	vice 7.5 years			
1) What factors led that apply.)	to your d	ecision to lea	ve your	DCC or yo	ur assigned Area/Center? (Check all			
⊠Change of Career				Lack of Recognition				
⊠Career Advanceme	nt Opport	unity/Better (	Opportun	ity	⊠Compensation/Benefits			
Retirement		-		Family Circumstances				
Return to School				⊠Issues with Supervision/Management				
Relocation					☐Work Conditions			
Commute		Other:						
	se explain		you inve	stigate othe	r options that would enable you to stay?			
	Almost always	Sometimes	Never		Comments			
Demonstrate fair and equitable treatment		$\boxtimes$						
Provide you ample training to do your job		$\boxtimes$		And was t	d a number of times to get more training urned down. When I did get a training set ned like management was upset.			
Provide feedback on your job performance	$\boxtimes$							

Provide recognition on the job		$\boxtimes$		1	Hardly ever did I get told good job after doing something Well.						
Develop cooperation and teamwork											
Encourage/listen to suggestions											
Resolve complaints and problems		$\boxtimes$									
Follow policies and practices								<u></u>			
3) How would you r	ata tha falls	wing in p	alation	to w	are io	h?			,		
J How would you i	ate the long	7441118 111 1				Good	Fair	Poor	Comments		
Cooperation within yo	ur departme	ent	<u> </u>	E		$\boxtimes$			a communication of the state of		
Cooperation with other	r departmen	its									
Communications in yo	our departme	ent			]	$\boxtimes$					
Communications within the DCC as a whole							Whitelement				
Communications between your supervisor and you											
Morale in your depart	ment										
Your job satisfaction						$\boxtimes$	An unit unit unit unit unit unit unit uni				
Staff development opp	ortunities						A OUTUBER OF VARIABLES				
Growth potential							$\boxtimes$				
Compensation/Benefi	ts						$\boxtimes$				
4) In general, how v	vell do you	perceive t	hat DC	C st	aff en	ıbrace	the follo	owing w	orkplace		
		Almost always	Freque	ently	Som	etimes	Rarely	Never	Comments		
Staff focus	of the state of th					$\boxtimes$					
Support of diversity	nitiatives					$\boxtimes$			***		
Continuous learning						$\boxtimes$					
Creative problem sol	ving					$\boxtimes$					
Empowerment											

ð

Teamwork						
5) What did you like n little better.	ost about your	employment a	at the DCC?	Some of	my cov	vorkers made this job a
6) What did you like lo needed to.	east? How mana	gement micro	omanaged ar	nd would	not let	us do our job the way w
7) What will your new and better backing from		le that this on	e does not?	Brotherh	ood/Sis	sterhood with coworkers
8) Do you have any su supposed to do and pu			et the Office	ers/Agent	s do th	eir jobs like they are
9) Is there anything th ☐Yes ☑No doing.	Please exp	lain_A little t	oo late with			
10) Would you consid				re? Please	list rea	son:
11) Would you recommend Yes, without reservate are done like is being s	tions Yes, wi			Please	list rea	son:_Not until changes
12) Additional comme						



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### **Exit Interview Questionnaire**

will in no way aft again with this ag		re-employme	nt possib	pilities should yo	u be eligible and desire to seek employment					
Name Twanna Jo	ohnson			Title Subs	Title Substance Abuse Program Leader					
Department Treat	ment Ser	vices Area 7	erredo de inflitacio de de distribuição de describe de la comunidad de la comu	Length of	Service 4 years					
1) What factors that apply.)	led to yo	ur decision	to leave	your DCC or yo	ur assigned Area/Center? (Check all					
Change of Car	eer		Lack of Recognition							
⊠Career Advance	ement O <sub>l</sub>	pportunity/Be	etter Opp	ortunity	Compensation/Benefits					
Retirement					Family Circumstances					
Return to Scho	ool		☐ Issues with Supervision/Management							
Relocation		Edward a company of the second	☐Work Conditions							
☐Commute			Other:							
		sion to leave plainI desi			er options that would enable you to stay?					
2) Did your sup	ervision	chain								
	Almost always	Sometimes	Never		Comments					
Demonstrate fair and equitable treatment										
Provide you ample training to do your job										

_		4.4								
Provide feedback on your job performance				I thought my PEs were fair and provided feedback to improve my performance						
Provide recognition on the job					I was recognized as Employee of the Month in August 2009 and counselor of the year in 2011					
Develop cooperation and teamwork		$\boxtimes$		ikh.bh.da.hh.da.hida.m.m.m.gga.n.t.q	nnettediidettete <sup>ng</sup> ne ettemorien	<del>vanoru is n</del> ännaaanniis	<del>*************************************</del>			
Encourage/listen to suggestions		$\boxtimes$					A Middle Common			
Resolve complaints and problems	Resolve Complaints and Complaints and Complaints							er than other areas of the state pensation		
Follow policies and practices			The second of th				company			
3) How would y	ou rate t	he following	; in relatio	on to your jo	b?			2		
		Excellent	Good	Fair	Poor	Comments				
Cooperation with										
Cooperation with	other dep	artments			$\boxtimes$					
Communications	in your de	epartment	200					Weekly staff meetings		
Communications	within the	e DCC as a v	whole							
Communications	between :	your supervi	sor and yo	ou 🗆	$\boxtimes$					
Morale in your de	partment					$\boxtimes$		High demand and at times members of Area 7 did not feel valued		
Your job satisfact	ion							I enjoyed counseling		
Staff developmen	t opportu	nities								
Growth potential								Opportunities for advancement are limited for treatment staff		
Compensation/Be	enefits				$\boxtimes$					

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

ng

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lie ed eti ck

#### **Exit Interview Questionnaire**

<u> </u>							
Name Dyiana L Kane	Title Drug C	ourt Adm	ministrative Specialist II				
Department DCC Drug Court	Length of Service 3 years						
What factors led to your decision to l     that apply.)	leave your DC	CC or your	assigned A	rea/Center? (Check all			
Change of Career		Lack of Re	ecognition				
⊠Career Advancement Opportunity/Bette	r Opportunity	ĮC	_Compensa	tion/Benefits			
Retirement			Family Ci	rcumstances			
Return to School		∐Issues witl	n Supervision/Management				
⊠Relocation			□Work Con	ditions			
☐Commute			Other:				
2) Did your supervision chain	Almost always	Sometime	es Never	Comments			
Demonstrate fair and equitable treatment							
Provide you ample training to do your job							
Provide feedback on your job performance	•						
Provide recognition on the job							
Develop cooperation and teamwork							
Encourage/listen to suggestions							

Resolve complaints and problems								
Follow policies and practices			<b>X</b>					
3) How would you rate the followin	g in re	lation	to yo	ur jo	b?	1		
			Exce	llent	Good	Fair	Poor	Comments
Cooperation within your department				J				
Cooperation with other departments				]	$\boxtimes$			
Communications in your department					$\boxtimes$			
Communications within the DCC as a	whole			]				
Communications between your supervisor and you				The state of the s				Ms. Williamson's mood was very unpredictable. May be in a good mood one minute and not the next. Made communication very difficult
Morale in your department								Employee morale was down due to poor management. Several voiced their opinions to me once I had turned in my resignation.
Your job satisfaction	Arman .				$\boxtimes$			Other than the asst management, I loved my job there.
Staff development opportunities					$\boxtimes$			
Growth potential			· [	]	$\boxtimes$			
Compensation/Benefits				3				I believe the State of Arkansas has a lot to offer. That is why I transferred to another State agency.
4) In general, how well do you perobehaviors?	ceive th	nat DC	CC sta	aff en	abrace	the foll	owing	workplace
1	most ways	Frequ	ently	Som	etimes	Rarely	Nev	er Comments
Staff focus		×						
Support of diversity initiatives		$\boxtimes$	]					]

Continuous learning	$\boxtimes$					
Creative problem solving		$\boxtimes$				
Empowerment		$\square$				And the state of t
Teamwork		$\boxtimes$				All All Paris and annual All Carlos Annual A
5) What did you like most abo Justice System and getting to h they try they CAN do better 6) What did you like least? The when you know the co-workers fear they may ask the wrong quart of the work and I have a great peace. enjoy the workplace. I feel that 8) Do you have any suggestion	elp the cli and get he tension like their testion or n provide The supe at I am ap	that grew in a jobs but co say something that this one tryision has be preciated an arovement?	the office d me to work ing wrong. e does not? been extrem id do not fee	g with Draw and have Just not  I have been helpfel the tensught it m	or mana to wall a good een on r ul and t sion as	dictions to realize that if agement. Really sad k on pins and needles in atmosphere.  my new job for four days the co-workers all seem to I did there.  a good idea to have a
form that the employees could working with youth (and I beli feeling down on paper when th fear they might put their jobs i evaluations could in return me	eve adults ey will no n jeopard et with th	s would do the t voice them iy. This is j e workers an	he same) p Sometime just my sugg nd discuss th	people ter s they argestion. The situation	nd to wi e afraid Then wh ons furt	rite their thoughts and l to say how they feel in noever reviews the
<u> </u>	ease expla					
10) Would you consider work  ⊠Yes, without reservations  good place to work.	ing for the Yes, with	e DCC again reservations	in the futur No	re? Please	list rea	son:I believe DCC is a
11) Would you recommend we   ☐Yes, without reservations ☐  good place to work				Please	list rea	son:I believe DCC is a
12) Additional comments about	ut your jo	b or the DC	C			



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## **Exit Interview Questionnaire**

will in no way affect your re-employment pos again with this agency.	sidilities s	nouia you be	e engible a	ind desire to seek employment		
Name Handra Jackson	Title	PPC	I			
Department PS/IRS	Length	of Service	5 yrs	3		
1) What factors led to your decision to leave that apply.)	e your Do	CC or your	assigned A	Area/Center? (Check all		
⊠Change of Career			Lack of R	ecognition		
Career Advancement Opportunity/Better O	pportunity		Compens:	ation/Benefits		
Retirement			Family Ci	rcumstances		
Return to School			Issues wit	h Supervision/Management		
Relocation	· · · · · · · · · · · · · · · · · · ·		Work Cor	nditions		
Commute Other:						
Before making your decision to leave, did yo  Yes No Please explain.  Did your supervision chain	ou investig	gate other o	ptions tha	t would enable you to stay?		
·	Almost always	Sometimes	Never	Comments		
Demonstrate fair and equitable treatment	×			Always!		
Provide you ample training to do your job	M			Yes! '		
Provide feedback on your job performance	汝			Always!		
Provide recognition on the job	X	. 🗆		YES!		

Develop cooperation and teamw	ork		X				IF	Always!
Encourage/listen to suggestions			X.				b	Always!
Resolve complaints and problen	1S	,	മ					168!!
Follow policies and practices	Follow policies and practices							Mandatony!
3) How would you rate the fol	lowing in	nalation	. to 20		L9			J
5) How would you rate the los	nowing in	CIALIUL			Good	Fair	Poor	Comments
<u>                                     </u>			EXC	enent	Good	l Pall	I UUI	Comments
Cooperation within your departn	nent		Ż	<b>Z</b> D				
Cooperation with other departme	ents		Þ	<b>X</b> (				
Communications in your departn	nent		}	7				
Communications within the DCC	as a whole	9		]	X			
Communications between your s	upervisor a	nd you	5	7				
Morale in your department	<u></u>	<u> </u>	Þ	(				
Your job satisfaction			>	<b>(</b>				2 1 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2
Staff development opportunities					X			
Growth potential					X			
Compensation/Benefits	· ·		X					
In general, how well do you	perceive t	hat DC	C stai	ff eml	brace	the follo	wing v	workplace
behaviors?	Almost always	Freque	ntly	Some	times	Rarely	Neve	r Comments
Staff focus		X			]			The second secon
Support of diversity initiatives	又							
Continuous learning	X				] [			
Creative problem solving	X				]			
Empowerment	X				]			1
Teamwork	女				] [			
	7							

y	
	5) What did you like most about your employment at the DCC? The experience, training, leadership, the People.
	6) What did you like least?
	7) What will your new situation provide that this one does not? They are pretty much the same. I was ready for a career change.
	8) Do you have any suggestions for improvement? Continue to listen to staff.
	9) Is there anything the DCC could have done differently to entice you to stay?  [Yes No Please explain
	10) Would you consider working for the DCC again in the future?  Yes, without reservations Yes, with reservations No Please list reason: Treatly  Eyoled what I did. I like to help people.
•	11) Would you recommend working for the DCC to others?  Yes, without reservations Yes, with reservations No  Please list reason:
	Tearning experience, Job security.
	12) Additional comments about your job or the DCC  Thank Joy for the Many Opportunities!
	many opportunities!

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### Exit Interview Questionnaire

will in no way affect your re-employment poss again with this agency.							
Name	Title						
Vance Long	Co	Poral		nockettenisse voorsken was in de skriken staten en de skriken in de skriken in de skriken in de skriken in de s			
Department	, –	of Service					
om cga TVC	1 4.00	of 8 Mar	1745				
<ol> <li>What factors led to your decision to leave that apply.)</li> </ol>	your DC	Manager and the second second					
Change of Career		Lack of Recognition					
Career Advancement Opportunity/Better Op		Compensation/Benefits					
Retirement		Family Circumstances					
Return to School		Issues with Supervision/Management					
Relocation		☐Work Conditions					
Commute		Other:					
Before making your decision to leave, did you Yes No Please explain. The diffe	u investig ソンハこと )	gate other o <sub>l</sub> 10. <i>FaY <u>Ma</u>)</i>	ptions that Kes <i>The o</i>	twould enable you to stay? <u>PPOCTUN</u> :TY WOLTH FUCS.ng			
2) Did your supervision chain			and the second s				
	Almost always	Sometimes	Never	Comments			
Demonstrate fair and equitable treatment	X						
Provide you ample training to do your job	X						
Provide feedback on your job performance	X						
Provide recognition on the job	X						

Develop cooperation and teamwo	rk		Ä					
Encourage/listen to suggestions			X					
Resolve complaints and problems			刘				SMARKET PARTIES	
Follow policies and practices			X					
			<del></del>	and the second				
3) How would you rate the follo	owing in r	elation	to yo	ur jo	b?	·	: [	
		***************************************	Exce	llent	Good	Fair	Poor	Comments
Cooperation within your department			X	3				
Cooperation with other departments			X	]				
Communications in your department			7	<u> </u>				
Communications within the DCC as a whole				Ū				
Communications between your supervisor and you			X	 ]				
Morale in your department					X			
Your job satisfaction			X					
Staff development opportunities				]	$\boxtimes$			
Growth potential					X			
Compensation/Benefits				]	[ <b>X</b> ]			
4) In general, how well do you behaviors?	perceive tl	at DC	C stat	ff em	brace (	he follo	wing v	workplace
	Almost always	Freque	ently	Some	etimes	Rarely	Neve	cr Comments
Staff focus		X						CALLED THE RESIDENCE OF THE PARTY OF T
Support of diversity initiatives		X						Million (1944) and the state of
Continuous learning	X							
Creative problem solving	X							
Empowerment		Z,						A STATE OF THE STA
Teamwork	风							

Great Buncist's and Stable work
6) What did you like least?  A
7) What will your new situation provide that this one does not? Better Money and hours
8) Do you have any suggestions for improvement?
9) Is there anything the DCC could have done differently to entice you to stay?  Please explain Thave front on a Career changing Job  Which Free imust at least Try
10) Would you consider working for the DCC again in the future?  [Yes, without reservations  Yes, with reservations  No Please list reason: The omega center Has Been very good Tome and if MY new Job does t work out I would Beman Than Happy To come back
11) Would you recommend working for the DCC to others?  [X] Yes, without reservations [Yes, with reservations [No With Great Benefits]

12) Additional comments about your job or the DCC