

Exit Interview Sample Questions – Child Care

These sample questions could be used as part of an exit interview form or guide for a face-to-face conversation. They're designed to help you understand why a team member is leaving, reflect on their experience, and identify areas for improvement in your program's work environment and culture.

1. What were the main reasons for your decision to leave the program?
2. Was there anything that could have been done differently to encourage you to stay?
3. What makes your new opportunity more appealing than your current role?
4. How did you learn about the new job you accepted?
5. What led you to accept that offer over others?
6. Overall, how would you describe your experience working here?
7. What did you enjoy most about working in our program?
8. What did you enjoy the least?
9. Did you feel supported in your role?
10. How would you describe your relationship with your supervisor?
11. How often did you receive feedback, and was it helpful?
12. How could your supervisor or leadership team have better supported you?
13. How would you describe the management and communication style here?
14. Did the responsibilities and expectations of your role match what was described during the hiring process?
15. Were you given the training you needed to do your job well?
16. How would you rate the quality of your training and onboarding experience?
17. Are there any areas where more training or support would have helped?
18. How would you describe the workplace culture and team environment?
19. Would you recommend our program as a workplace to a friend? Why or why not?
20. Would you recommend our program to a family seeking child care? Why or why not?
21. What suggestions do you have to improve this position or the work environment overall?
22. Would you consider working here again in the future?

Stay Interview Sample Questions – Child Care

These sample questions could be used during one-on-one meetings to better understand what motivates your staff to stay and what improvements can be made to support retention.

1. What do you enjoy most about working here?
2. What keeps you coming back each day?
3. What challenges or frustrations do you experience?
4. Is there anything you would like to change about your role?
5. What can we do to better support your professional growth?
6. Have you considered leaving your position in the past year? If so, why?
7. What suggestions do you have for improving our workplace?
8. Are there skills you would like to develop or training you would be excited to attend?
9. Do you feel like you're recognized for your work? What kind of recognition matters most to you?
10. Do you feel like your voice is heard in team decisions or planning?
11. Have you considered leaving your position in the past year? If so, what contributed to that feeling?
12. What would make you more likely to stay long-term?
13. Is there anything we could do differently to make this a place you'd want to stay and grow in?
14. What suggestions do you have for improving our workplace culture or communication?
15. Are there any small changes you think would make a big difference?
16. What's one thing we could start doing (or stop doing) to make your work more enjoyable?

Sample Questions – 30-Day New Hire Onboarding Feedback

The following questions can be used to create a simple 30-day check-in survey or guide a one-on-one conversation with a new staff member. The goal is to understand how their first month has gone, identify what is working, and uncover any early concerns that may impact retention.

1. Do you feel welcomed and included as part of our team?
2. Is there someone on staff you feel comfortable going to with questions?
3. Do you feel supported in your classroom or assigned role?
4. Was your training and orientation process helpful and thorough?
5. Did you receive enough hands-on support to feel confident in your daily tasks?
6. Were the program's policies, procedures, and expectations clearly explained?
7. Was there anything that felt unclear or missing during your onboarding experience?
8. Do you understand your responsibilities and daily expectations?
9. Are you confident managing things like child supervision, health and safety procedures, and communication with families?
10. Have you received enough guidance or modeling to support your role?
11. What could we improve to make onboarding smoother for future new team members?
12. Are there any tools, checklists, or supports you wish you had during your first few weeks?
13. What has been the best part of your experience so far?
14. What has been the most challenging?
15. Is there anything else you'd like to share about your first month with us?