

EXIT SURVEY



This Exit Survey provides us with valuable information to identify ways in which the volunteer experience and environment can be improved.

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Department Name _____

1

Which of the following best describes your primary reasons for leaving the department?

Please select all that apply.

- ☐ Lack of professional communication
- ☐ Unclear expectations about time, effort, or duties expected as a volunteer
- ☐ Lack of flexibility in training and volunteer schedules
- ☐ Few opportunities for professional development or advancement within the department
- ☐ Lack of camaraderie or sense of community among everyone in the department
- ☐ Poor leadership
- ☐ Financial constraints that prevent me from volunteering
- ☐ Health concerns
- ☐ Scheduling constraints that prevent me from volunteering
- ☐ Lack of call volume/excitement
- ☐ Moving to a new area
- ☐ Career or job demands
- ☐ Retirement
- ☐ Lack of family support/difficulty balancing volunteering with family commitments
- ☐ Other

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What does the department do well to retain volunteers?

3**What can the department do better to retain volunteers?**

4**How likely are you to recommend the department to others?**

- ☐ Very likely
- ☐ Likely
- ☐ Neutral

- ☐ Unlikely
- ☐ Very unlikely

5**Would you consider rejoining the department in the future?**☐ No☐ Yes**6****How would you describe the department's leadership overall?**

- ☐ Poor
- ☐ Fair

- ☐ Good
- ☐ Excellent

7**In what capacity were you a volunteer?**

- ☐ Fire suppression only
- ☐ Emergency medical only
- ☐ Support/administrative only

- ☐ Fire and emergency medical
- ☐ Other

8**How long were you a volunteer at the department?**

- ☐ Less than a year
- ☐ 1 to 5 years

- ☐ 6 to 10 years
- ☐ 11 or more years

9**For how long did you consider leaving the department before you made the final decision?**

- ☐ Less than 2 months
- ☐ 2 to 6 months

- ☐ 7-12 months
- ☐ More than 1 year

10

Which of the following best describes your gender?

☐ Male

☐ Prefer not to answer

☐ Female

11

Which of the following best describes your race and/or ethnicity? Please select all that apply.

☐ American Indian or Alaska Native

☐ Native Hawaiian or Other

☐ Asian

☐ Pacific Islander

☐ Black or African

☐ Other

☐ American White or Caucasian

☐ Prefer not to answer

☐ Hispanic or Latino

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What questions or comments would you like to share that have not been covered?

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This survey is confidential, and the results will be presented in a manner which protects anonymity and confidentiality. We appreciate your service, and we are thankful for your willingness to complete this survey to enhance the department's operations.

This survey was developed by the National Volunteer Fire Council.