



MARYLAND JUDICIARY EXIT SURVEY

Name (Optional):		Survey Date:		Work Location:	
Employment Date:		Last Day Worked:		Department:	
Supervisor:					

Please rank in order of importance, how your decision to leave the Judiciary was influenced by any of the following: (1= most important/highest; 5= least important/lowest).

Better job opportunity		Type of work		Self-employed	
Rate of pay		Supervision		Return to School	
Family/personal circumstances		Transportation		Health	
Other (please explain):					

Do you have another job? If yes, how do you believe it compares to your job with the Judiciary?

What kind of work activity will you be doing when you leave the Judiciary?

What is your overall opinion of your work location (e.g., AOC, Circuit Court Clerk's Office, Court-Related Agencies)? Please rate the following using this scale: 1= excellent; 2= good; 3 = fair; 4 = poor

Benefits (leave, insurance, pension)		Image of the Judiciary		Recognition given to staff for a job well done	
Pay		Judiciary's concern with quality and excellent services		Performance review program	
Physical working conditions		Upholding Judiciary values		Keeping staff informed	
Incentive program		Initial training		Cooperation among staff and management	
Resources/equipment given to employees to do their jobs		On-going training		Supervisor's accessibility	
Job posting opportunities were well communicated		Working relationship with fellow employees		Employees treated fairly	
Recruiting process		Morale in your area		Communication among staff and management	
HR was helpful and knowledgeable		Management's interest in employees		Supervisor's leadership qualities	
Growth opportunities		Morale overall		Working relationship with supervisor	

Please rate the following using this scale: 1 = always; 2 = usually; 3 = seldom; 4 = never

Supervisor resolved complaints and concerns promptly		Supervisor listened to suggestions from employees	
Supervisor treated you fairly		Supervisor encouraged cooperation	
Did you feel your job was important and significant in the overall operation of your work site		Disciplinary matters handled fairly and equally by supervisor	
Additional comments about the above:			

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Please Answer the following six questions "yes" or "no".			
Were your job duties described to you fairly when you started?		Did you feel you could bring problems/ concerns to your supervisor's attention	
Were you provided adequate instruction/training to perform your assigned job?		Did you have a performance review with your supervisor at least once a year?	
Did your job give you the opportunity to make adequate use of your skills and abilities?		Did you understand Judiciary policies and procedures as they pertained to your job?	

Please provide your opinions/suggestions:	
How did you feel about your workload and the workload of staff around you?	
What did you like most about your job?	
What did you like least about your job?	
Why did you originally join the Judiciary?	
What did you like the most about the Judiciary?	
What could have been done to encourage you not to leave? Was this information made known to your supervisor prior to your leaving?	
What would you have changed?	
What are your suggestions for improving your assigned location as a place to work?	
Would you be interested in returning to the Judiciary? Why?	
Do you have any other comments that you would like to add at this time?	

(Attach additional sheets if necessary.)

Mail/email completed Exit Survey to:

Employee Relations
 Judiciary Human Resources
 187 Harry S. Truman Pkwy
 Annapolis, MD 21401
 Email to ER@mdcourts.gov