

Exit Interview Questions - Community Development Coordinator

Purpose:

The purpose of this exit interview is to gather feedback from departing Community Development Coordinators to understand the challenges and opportunities associated with the position. The goal is to improve retention and enhance the effectiveness of the role in serving the city's unique demographic and economic development needs.

1. Job-Specific Questions

1. What aspects of the Community Development Coordinator role did you find most fulfilling? What aspects were most challenging?
2. Did you feel adequately supported by city leadership and your colleagues (including committees/boards) to achieve your objectives? Why or why not?
3. Were there any specific policies or practices, particularly those related to rental landlords or economic development, that you found hindered your work?

2. City Politics & Community Dynamics

4. How did the political influence of rental landlords impact your ability to implement community development initiatives?
5. Considering the city's unique demographic (70% university students, 30% locals), were there challenges in balancing the needs of these groups? If so, what could be improved?
6. Did you feel that the city's approach to economic development aligned with your vision for growth and community improvement? Why or why not?

3. Leadership & Management

7. How did the leadership style of the new City Manager influence your work, either positively or negatively?
8. Were there communication or management practices that you believe could be improved to better support the Community Development Coordinator position?

4. Retention & Improvement

9. What factors contributed most to your decision to leave, and what would have encouraged you to stay longer?
10. What advice would you offer to your successor or to the city leadership to ensure greater retention and success in this position?