

**Appendix A**  
**EXIT SURVEY/INTERVIEW**

Welcome to the Government of Nunavut Exit Survey

Your open and honest input is important and appreciated. All submissions are confidential. Your name will not be recorded with any of your answers when compiling the analysis.

Once you have completed this survey, please email to [exitsurveys@gov.nu.ca](mailto:exitsurveys@gov.nu.ca) or forward in a sealed envelope addressed to :

Exit Surveys, Department of Human Resources  
Government of Nunavut  
Box 1000, Stn 400,  
Iqaluit, Nunavut X0A 0H0



Name (Optional):

Position (Optional):

How long have you worked for the GN?

- Less than two years
- 2 – 5 years
- 6 – 10 years
- 11 – 15 years
- 16 – 20 years
- 21 – 25 years
- 26 – 30 years
- more than 30 years

Are you a Nunavut Inuk?

- Yes                       No                       Don't Know



Which Department/Public Body did you work for:

- |  |  |
|--|--|
| <input type="checkbox"/> Office of the Legislative Assembly      | <input type="checkbox"/> Qulliq Energy Corporation                           |
| <input type="checkbox"/> Executive and Intergovernmental Affair  | <input type="checkbox"/> Nunavut Business Credit Corporation                 |
| <input type="checkbox"/> Finance                                 | <input type="checkbox"/> Nunavut Legal Services Board                        |
| <input type="checkbox"/> Justice                                 | <input type="checkbox"/> Commission scolaire francophone                     |
| <input type="checkbox"/> Culture and Heritage                    | <input type="checkbox"/> Human Rights Tribunal                               |
| <input type="checkbox"/> Education                               | <input type="checkbox"/> Inuit Uqausinginnik Taiguusiliuqtiit                |
| <input type="checkbox"/> Health                                  | <input type="checkbox"/> Liquor Commission                                   |
| <input type="checkbox"/> Human Resources                         |  |
| <input type="checkbox"/> Family Services                         | <input type="checkbox"/> Liquor Licensing Board                              |
| <input type="checkbox"/> Environment                             | <input type="checkbox"/> Office of the Languages Commissioner                |
| <input type="checkbox"/> Community and Government Services       | <input type="checkbox"/> Office of the Representative for Children and Youth |
| <input type="checkbox"/> Economic Development and Transportation |  |
| <input type="checkbox"/> Nunavut Housing Corporation             | <input type="checkbox"/> Office of the Chief Electoral Officer               |
| <input type="checkbox"/> Nunavut Arctic College                  | <input type="checkbox"/> Other public body (specify):                        |

What was your employment type?

- |  |   |
|--|---|
| <input type="checkbox"/> Indeterminate | <input type="checkbox"/> Relief           |
| <input type="checkbox"/> Term          | <input type="checkbox"/> Summer Student   |
| <input type="checkbox"/> Casual        | <input type="checkbox"/> Other (Specify): |

What employment group were you part of?

- Excluded
- Nunavut Employees' Union (NEU)
- Nunavut Teachers' Association (NTA)
- Senior Management
- Other (Specify):

What age group do you fall within?

- Below 20 years
- 20 – 30 years
- 31 – 40 years
- 41 – 50 years
- over 50 years



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### **WHY DID YOU CHOOSE TO WORK FOR THE GOVERNMENT OF NUNAVUT (GN)?**

1. What first attracted you to the GN? Check all that apply.

- Better employment opportunity
- Better compensation
- Opportunity for advancement
- Location
- Other (Specify):

### **THE GN - A WELCOMING AND INCLUSIVE PLACE TO WORK?**

2. Which orientations and policies were you made aware of, or participated in, within six months of your hire? Check all that apply.

- Employee orientation
- Cultural orientation
- Compensation and Benefits meeting
- Union
- Harassment policy
- None of the above
- Other (Specify):

3. How often was the Inuit language spoken around you in the workplace?

- All the time (every day)
- Often (several times a week)
- Sometimes (several times a month)
- Seldom (a few times a month)
- Never

4. Did you feel comfortable speaking the Inuit language in the workplace?

- Yes                       No                       I don't speak the Inuit language

5. Were Inuit Societal Values promoted or used around you in the workplace?

- Yes                       No                       I am not sure



6. Did you feel appreciated in your position?

- All the time
- Most of the time
- Some of the time
- Seldom
- Never

**TELL US ABOUT YOUR WORKPLACE EXPERIENCE**

7. To what extent did your employment experience with the GN match your expectations when you accepted your position?

- Closely matched
- Somewhat matched
- Did not match

Comments:

8. How would you rate your overall employment experience with the GN in the position you are leaving?

- Excellent
- Good
- Satisfactory
- Fair
- Poor

Comments:

9. What elements of your position were you **most satisfied** with? Please select your top 3.

- Challenging work
- Compensation (pay and benefits)
- Co-worker support
- Felt appreciated
- Level of communication between staff and management
- Level of communication between co-workers
- Manageable workload
- Management support
- Opportunity for advancement
- Training opportunities
- Other (Specify):

Comments:

10. Did child care issues keep you away from your duties?

- Often
- Sometimes
- Never
- Not applicable

11. What are some highlights of your employment experience in the GN? Please select all that apply.

- Cultural Immersion (IQ) Days
- Multiple options for leave (cultural events, education, special etc.)
- Workplace social functions
- Flex time
- Ability to influence decision-making; contribute to goals of your department
- Other (Specify):



12. Which elements of your position were you **least satisfied** with? Please select your top 3.

- Challenging Work
- Compensation (pay and benefits)
- Co-worker support
- Felt unappreciated
- Harassment issues
- Level of communication between staff and management
- Level of communication between co-workers
- Manageable workload
- Management support
- Opportunity for advancement
- Training opportunities
- Working conditions
- Other (Specify):

Comments:

13. Did you feel there were opportunities for advancement or career growth?

- Yes                       No

14. Did you feel your work environment was safe and secure?

- All the time
- Fairly often (2 - 3 times a week)
- Sometimes (more than once a month)
- Hardly ever (less than once a month)
- Never

15. Would you recommend your department in the GN to others as a place to work?

- Yes                       No

Comments:



16. The GN has a strict harassment-free workplace policy. Did you ever feel harassed or discriminated against in the workplace?

- Yes                               No (proceed to Question 17)

16.A. On which basis you feel you experienced the harassment/discrimination?

- Age  
 Race  
 Gender  
 Sexual orientation  
 Marital status  
 Religion  
 Other (Specify):

16.B. Who was the person most responsible for the harassment/discrimination? Check all that apply.

- Direct supervisor or manager  
 Co-worker  
 Client (ie. other departments/divisions dependent on your position)  
 Other (Specify):

16.C. Did you report the harassment to anyone?

- Yes                               No

16.C.1 Were you satisfied with the outcome?

- Yes (proceed to Question 17)                       No

If you answered “No”, please tell us why you were not satisfied with the outcome.



16.C.2 If you answered “No” to 16C, why didn't you report it?

### WORKPLACE MANAGEMENT AND SUPERVISION

17. Was your workplace environment a place where everyone was treated equally?

- Yes                     No                     I am not sure

18. How often were you requested to perform duties outside of your job description?

- Very often (every day)  
 Often (a few times a week)  
 Sometimes (a few times a month)  
 Almost never (once a month)  
 Never

Comments:

19. While in your position, which of the following did you do? Check all that apply.

- Participated in performance management planning  
 Received performance reviews. (complete 19A)  
 Developed and followed a career plan  
 None of the above

19.A. How often did you receive performance reviews?





20. Did you feel you had support from your direct supervisor?

- All the time
- Most of the time
- Some of the time
- Seldom
- Never

Comments:

21. Did you feel you could communicate with supervisors/management, and that your opinion on everyday decision-making was taken seriously?

- Yes
- No

**TELL US ABOUT YOUR WORKPLACE TRAINING AND DEVELOPMENT EXPERIENCE**

22. Were you given on-the-job training, instruction, mentoring or support when you first started your position?

- Yes (proceed to Question 23)
- No

22.A. Do you feel it would have made your job easier if you had received job training, instruction, mentoring or support when you first started?

- Yes
- No

Comments:



23. Were you provided with any form of professional development or training, or did your direct supervisor identify professional development or training that would be beneficial to you?

- Yes  No

Comments:

24. Did you feel you were offered the opportunity to enhance your skill set in your position?

- Yes  No

25. Were you offered the tools and training to support your everyday functioning at your position?

- Yes  No

26. What types of courses or training opportunities would you have liked to take?

- Computer Application
- First Aid/CPR
- Government Writing
- Language Training
- Multiculturalism
- Project Management
- Public Policy Development
- Supervisory Skills
- Train the Trainer
- Budget Planning/Financial Training
- Retirement Planning
- Other (Specify):



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## **WHY ARE YOU LEAVING YOUR CURRENT POSITION?**

27. What is the main reason for leaving your current position? More than one reason may apply.

- Better employment opportunity
- Better compensation
- Dissatisfaction with supervisor or co-worker(s)
- Educational opportunity
- Health reasons
- Opportunity for advancement
- Relocation
- Retirement
- Family obligations
- Other (Specify):

28. What are your future employment plans once you leave your current position?

- I have found other employment with the GN
- I have found employment with a designated Inuit organization
- I have found employment with the Government of Canada
- I have found employment with a private business in Nunavut
- I have found employment outside of Nunavut
- I am retiring
- I prefer not to answer
- Other (Specify):

29. Was the cost or availability of housing a contributing factor in your decision to leave?

- Yes                       No

Comments:

30. Is there anything that could have been done to prevent your departure from your position?

Yes       No

Comments:

**PLEASE SHARE YOUR SUGGESTIONS FOR IMPROVING THE GN WORK EXPERIENCE.**

31. What could have been done to improve your time with your department in the GN that was not covered in the questions above?



32. Can you suggest and/or identify any areas of improvement for your position, division and/or department?

Thank you for taking the time to complete this survey.  
We appreciate your honesty and will respect the confidentiality of every survey.  
We wish you the best of luck in your future endeavours.