

Questions for the Public Health Services (PHS) Exit Interviews

<p>1. What was your reason for leaving Public Health Services?</p> <ul style="list-style-type: none">a. Promotionb. Demotionc. Transferd. Retiremente. Separation from the County of San Diego
<p>2. How long were you employed by the County of San Diego (the County) (optional)?</p> <ul style="list-style-type: none">a. Less than 2 yearsb. 2 – 4 yearsc. 5 – 9 yearsd. 10 – 19 yearse. 20 or more yearsf. Not a County employeeg. Decline to state/prefer not to say
<p>3. How long did you work in Public Health Services (PHS) (optional)?</p> <ul style="list-style-type: none">a. Less than 2 yearsb. 2 – 4 yearsc. 5 – 9 yearsd. 10 – 19 yearse. 20 or more yearsf. Not a County employeeg. Decline to state/prefer not to say
<p>4. What was/is your last day with PHS (optional)?</p> <ul style="list-style-type: none">a. Decline to state/prefer not to say
<p>5. Which PHS branches have you worked in (optional - select all that apply):</p> <ul style="list-style-type: none">a. California Children's Services Branchb. Epidemiology, Immunizations Services Branchc. HIV, STD, Hepatitis Branchd. Maternal Child and Family Health Services Branche. PHS Administration Branchf. Public Health Preparedness and Response Branchg. TB Control/Refugee Health Branchh. Prefer not to say

Questions for the Public Health Services (PHS) Exit Interviews

<p>6. What was your most recent PHS branch (optional - select one):</p> <ul style="list-style-type: none"> a. California Children’s Services Branch b. Epidemiology, Immunizations Services Branch c. HIV, STD, Hepatitis Branch d. Maternal Child and Family Health Services Branch e. PHS Administration Branch f. Public Health Preparedness and Response Branch g. TB Control/Refugee Health Branch h. Prefer not to say
<p>7. What programs have you worked in? (optional - list below or decline to state/prefer not to say).</p>
<p>8. What was your most recent program? (optional - list below or decline to state/prefer not to say).</p>
<p>9. What is your age range? (optional)</p> <ul style="list-style-type: none"> a. Less than 25 b. 25 – 34 c. 35 – 44 d. 45 – 54 e. 55 or older f. Decline to state/prefer not to say
<p>10. What is your highest level of education: (optional)</p> <ul style="list-style-type: none"> a. High school b. AA degree c. Bachelors d. MPH or other master’s degree e. Doctoral degree (MD, PhD, or DrPH) f. Decline to state/prefer not to say
<p>11. Were you an intern with PHS (optional)?</p> <ul style="list-style-type: none"> a. Yes b. No
<p>12. What is your current work schedule?</p> <ul style="list-style-type: none"> a. Onsite b. Remote c. Hybrid
<p>Please feel free to elaborate with comments below for Questions 13 – 16 on any specific issues and ideas you have for ways PHS can build on existing efforts and/or improve in those areas.</p>
<p>13. How would you rate the extent to which the <u>training</u> and professional development provided by the County (e.g., sexual harassment), HHSA (e.g., data literacy) and/or PHS (e.g., Public Health 101 series, Outbreak Management Under ICS) prepared you for your most recent role at PHS?</p>

Questions for the Public Health Services (PHS) Exit Interviews

County

- a. Very satisfied
- a. Somewhat satisfied
- b. Not satisfied

What suggestions do you have for how the **training and professional development** efforts could be improved to enhance your experience within your branch/program of the department (PHS)?

HHSA

- a. Very satisfied
- b. Somewhat satisfied
- c. Not satisfied

What suggestions do you have for how the **training and professional development** efforts could be improved to enhance your experience within your branch/program of the department (PHS)?

PHS

- a. Very satisfied
- b. Somewhat satisfied
- c. Not satisfied

What suggestions do you have for how the **training and professional development** effort could be improved to enhance your experience within your branch/program of the department (PHS)?

Branch/Program

- a. Very satisfied
- b. Somewhat satisfied
- c. Not satisfied

What suggestions do you have for how the **training and professional development** effort could be improved to enhance your experience within your branch/program of the department (PHS)?

14. Which aspect of your on-the-job **training** do you think has most contributed to your success in your most recent role?

15. How much did the culture of PHS align with its stated values (Diversity, Respect, Collaboration, Responsiveness, Transparency)?

16. What specific support did your supervisor provide that helped you to do your job well?

Questions for the Public Health Services (PHS) Exit Interviews

17. What else could have been done or provided to help you feel more supported and engaged in your role?
18. Did you share any concerns or thoughts with anyone prior to making your decision about leaving? a. Yes b. No c. If yes, who? I. Supervisor II. Manager, III. Coworker
19. Would you consider working for PHS again at some point in the future? a. Yes b. No c. Maybe
20. What positive changes would you like to see if you were to consider returning?
21. Was there a specific person or event that you believed was a highlight (positive or negative) during your time in PHS? a. Yes b. No
22. Was there a person, project, or event that made you particularly proud to be part of this department? a. Yes (feel free to elaborate) b. No
23. What positive attributes do you see in your job and/or or the department (PHS) that you'd like to see amplified?
24. What did you like most about this work? What did you dislike the most about the work?
25. What suggestions do you have for improving employee engagement and retention at PHS?
26. What job-related needs do you think were not being met in your current position, that may have contributed to your decision to leave?
27. How clear was your understanding of what was expected of you in your position? a. Very clear b. Somewhat clear c. Not at all clear

Questions for the Public Health Services (PHS) Exit Interviews

<p>28. How beneficial was the constructive feedback you received about your job performance?</p> <ul style="list-style-type: none"> a. Very beneficial b. Somewhat beneficial c. Not beneficial/no impact d. Not applicable; I did not receive constructive feedback
<p>29. Did you feel supported during any critical incidents you may have experienced at work in PHS? If not, what more could have been done to make you feel that you were supported during those critical incidents?</p>
<p>30. How satisfied were you with the career growth and advancement opportunities?</p> <ul style="list-style-type: none"> a. Very satisfied b. Somewhat satisfied c. Not satisfied
<p>31. How satisfied were you with the benefits and other incentives you received?</p> <ul style="list-style-type: none"> a. Very satisfied b. Somewhat satisfied c. Not satisfied
<p>32. How satisfied were you with the level of recognition and appreciation you received for your work?</p> <ul style="list-style-type: none"> a. Very satisfied b. Somewhat satisfied c. Not satisfied
<p>33. How satisfied were you with your working relationship with your colleagues?</p> <ul style="list-style-type: none"> a. Very satisfied b. Somewhat satisfied c. Not satisfied
<p>34. Was there something that could have been done, to keep you employed with PHS?</p> <ul style="list-style-type: none"> a. Yes <ul style="list-style-type: none"> I. If yes, what is it? b. No
<p>35. Do you believe you had the resources you needed to do your job?</p> <ul style="list-style-type: none"> a. Yes b. No
<p>36. Is there anything else you would like to elaborate on from the survey questions or anything else you want to share that could improve the employee work experience with PHS?</p>