

COMMUNICATIONS



Parting Words

Company departures often mean an increase in official exit interviews. **Evan Thompson** explains the best approach to handling these possibly awkward conversations

Doing exit interviews may be seen among some as akin to getting a root canal. But whether you are an employer or outgoing employee, they are worth doing.

The information employers receive from the outgoing employee will show what's working within the organization, point out areas for improvement, and help them understand the real reasons for the employee's departure.

Outgoing employees can use the opportunity to create a lasting impression and keep bridges open. If employers don't offer an exit interview, employees are legally entitled to request an exit interview with a company representative, says Brian G. Bachand, partner of Boyden Canada.

"Your exit interview is just as important as the first job interview you have with your employer," he adds. "You want your employer to remember you as a collaborative professional with whom they would like to work in the future."

Adrian Altamirano, director of sales, Ontario Division Insurance & Investments, at PPI Solutions, concurs. "The

PHOTO: ISTOCKPHOTO