



Exit Interview Questionnaire

If you've shared your intention to leave VDC, someone from the Membership Committee will be reaching out to you. We extend our genuine appreciation, in advance, for your service and for investing the time to thoughtfully answer the questions below, thus supporting our future growth and learning. Thank you for agreeing in your application and/or attestation to fill this out for benefit of the group. As you respond, we invite you to also consider the quality of your own participation, interactions and contributions.

The Membership Committee will review your answers, combine these with others who leave within the same year, and do its very best to preserve confidentiality. We will present abbreviated versions of all responses to guide our growth during VDC's annual retreat or ongoing programs. Because even the broader collaborative community is small, it is our intention that no one outside the Membership Committee will associate your responses with your name.

1. (Optional) Your Name: _____ Profession: _____

Committees on which you served: _____

2. What prompted your wanting to leave the practice group? (Some ideas – please elaborate)

- | | |
|--|--|
| <input type="checkbox"/> Protocol Differences | <input type="checkbox"/> Concerns stated but insufficiently managed/resolved |
| <input type="checkbox"/> Amount of Committee Work Needed | <input type="checkbox"/> Medical/Family Circumstances |
| <input type="checkbox"/> Challenges w. Group Colleagues | <input type="checkbox"/> Career Advancement Opportunity |
| <input type="checkbox"/> Lack of Recognition | <input type="checkbox"/> Other: |
| <input type="checkbox"/> Practice Group Culture/Dynamics | |

Please tell us what you would have liked to have seen that was missing, if anything:

3. What were your primary two reasons for joining VDC?

4. Before deciding to leave, did you think you had the support needed to prepare and discuss conditions/options with people who could make a difference for you?

- Yes
- No

Would this have altered your decision to leave?

If "yes," please describe areas of concern and what you want(ed)/need(ed) to occur that didn't:

If “no,” please help us understand why not, and the kind of support that might have made a difference for you?

5. What was your overall experience on committees, regarding the following?

Committee Members . . .	Almost always	Sometimes	Never	Comments
i. Demonstrate/ed respectful and equitable treatment				
ii. Acknowledge/ed and affirm/ed others’ effectiveness				
iii. Facilitate/d cooperation and collaborative teamwork.				
iv. Explicitly Solicit/ed & Communicate/d Understanding of suggestions, etc.				
v. Address/ed Complaints/Challenges Effectively & Respectfully.				
vi. Engage/d and interact/ed with you in satisfying ways.				
vii. Make/made efforts to share the workload thoughtfully.				

Please elaborate/clarify any of the above items (reference the number of the item you are referring to):

6. How would you rate the following regarding *your participation as a VDC member?*

	Excellent	Good	Fair	Poor	NA / Comments
i. Cooperation/collaborations within your committees and the whole VDC membership?					
ii. Collaboration between committees?					
iii. Communication between members within your committee(s)?					
iv. Communications within the practice group as a whole – degree to which you were included and informed about VDC’s ongoing activities and concerns?					
v. Communications between you and your Committee Chair?					
vi. Morale in the practice group?					
vii. Acknowledgment of your efforts?					

viii. Equipped and empowered to focus your committee's efforts efficiently?					
ix. Training you received (or offered on our YouTube channel)?					
x. Committee Members raised challenging issues thoughtfully & respectfully.					
xi. Committee Members shared the work load, despite all being busy.					

Please elaborate/clarify any of the above items (reference the number of the item you are referring to):

7. What did you think about the *benefits* you received as a VDC member? Please rate the degree to which you think the following VDC member benefits were available to you.

	Excellent	Good	Fair	Poor	NA/Comments
i. Deepening of Connections with Colleagues.					
ii. Deepening of Friendships with Colleagues via Committee Work.					
iii. Supportive Mentoring was requested and received, as well as increased collaborative experience.					
iv. Marketing Opportunities for your practice.					
v. Increased Referrals from VDC Marketing/Colleagues.					
vi. Opportunities to grow professional skills.					
vii. Broader understanding of the collaborative community as a whole.					
viii. Used my LACFLA membership and attended Advanced Trainings/Programs & monthly collaborative discussion groups.					
ix. Used my CPCal Membership and represented VDC in some capacity (specify) at CPCal.					
x. Attended CPCal Annual Conferences regularly.					
xi. Attended IACP Annual Conferences regularly.					
xii. Participated fully in VDC events and opportunities.					
xiii. Reliably attended monthly VDC and VDC Committee meetings.					

xiv. Increased my leadership skills and committee-functioning skills via participation in VDC's committees and activities.					
xv. I expect some of the relationships I cultivated at VDC to continue going forward.					

Please elaborate/clarify any of the above items (reference the number of the item you are referring to):

8. Are there any other benefits you wish you had been offered, that weren't?
If "Yes", what?

Would you have been willing/able to help implement these?

Any other comments on benefits of membership?

9. What are your thoughts about the process used for necessary and challenging conversations with colleagues? Were you and the person(s) in question able to use our Conflict Management Protocols as needed? If not – please explain what our protocols might include that would have been more helpful.

10. Were your committee meeting(s) efficient and did meetings make good use of your time? Why or why not? (e.g. No agenda was provided)

11. Did VDC make an effective effort to ensure members were educated regarding Diversity, Equity, Inclusivity and Belonging, and to pursue a diverse and inclusive membership? If not, what could we have done better?

12. Was there any way you think you were marginalized as a member of VDC? If you thought you were marginalized or silenced, would you be willing to share, please, how we can be more effective at inclusivity going forward?

13. Did VDC make noteworthy efforts to serve clients of modest means? To serve the public (e.g. Divorce Options or other volunteer activities, such as Loyola Law School's Collaborative Clinic)?

14. What did you like/appreciate most about your participation in VDC? Please tell us what we're doing right!

15. What did you like/appreciate least about your participation in VDC, and what specific behavior/protocol etc. might remedy that??
16. Given IACP Standards require collaborative practice group membership, how do you plan to move forward?
17. How might VDC improve the effectiveness of our *leadership and management*? (Please request the specific, effective behaviors you would have liked that would have made a difference for you and the group.)
18. Would you be willing to discuss any areas of concern with a VDC member who might still be able to make a difference for you?
- Yes – How can we set this up for you ASAP? Would you like a VDC support person to help with this conversation? Who?
- No, I'm ready to move on at this point.