ExitIndex® - the first citizen-driven index of job stability
An independent index based on actual job tenure

Methodology and complete explanation of the algorithm

1. Explanation of the ExitIndex® algorithm

- ExitIndex® is a temporal employment stability index.
- It answers a simple and universal question:

"How long do people actually stay in their jobs before leaving?"

- The algorithm is not intended to:
  - Evaluate management quality,
  - Judge HR policies,
  - Interpret the reasons for leaving.

Its sole purpose is to reveal the actual length of employment based on observed factual data.

2. Fundamental principle

The ExitIndex® algorithm is based on a central principle:

The stability of a position is measured by the cumulative length of service of the people who occupy it.

3. Data required for the algorithm calculation

For each functional group analyzed, ExitIndex® uses only the following information:

1. **Functional group concerned**
2. **Number of employees in the Functional Group (FG) as of December 31**
3. **Number of cumulative months for all employees in the FG**

This data is used to calculate actual attendance times without resorting to sensitive or interpretive information.

3.1 Why are departures during the year not included in the main calculation?

- ExitIndex® provides an annual snapshot of job stability as of December 31 of the current year.
- Only positions still occupied on that date are included in the calculation of your ExitIndex®

Δ ***Departures during the year are not ignored: they feed into the qualitative analysis system (+ / − / neutral).***

4. Calculation of the average ExitIndex® duration

The central indicator of the algorithm is the actual average duration of positions, calculated using the following formula:

ExitIndex® (average duration) =

Sum of cumulative months in *the Functional Group* ÷ **Total number of people** who have held positions in *the Functional Group*

Methodological justification*:

- This formula is based on factual and verifiable data.
- It is universal and understandable in all geographical contexts.
-

- It is difficult to manipulate, as it depends solely on the time actually spent in the position.
- It provides an objective snapshot of the stability of a job or position.

The calculation is based exclusively on individuals employed as of December 31. Individuals who left the group during the year are not included in the denominator of the main calculation.

5. Classification within a stability range

The calculated average duration is then classified within a clear stability range for immediate understanding.

Examples of ranges used:

Letter	Color	Reading	Indicative average duration
A	Blue	Exceptional stability	8–10+ years
B	Green	High stability	6–7 years
C	Yellow	Fair stability	4–5 years
D	Orange	Short stability	2–3 years
E	Red	Very short shelf life	< 2 years

This approach allows clear information to be communicated without displaying an excessively precise figure.

6. Assignment of the qualitative sign + / − / 0 Neutral

In addition to the average duration, ExitIndex® assigns a qualitative directional sign based on the temporal distribution of departures.

Classification of departures:

Each departure is classified solely according to its duration:

1. < 3 years → negative point: **(−)**
2. 3 to 6 years → neutral point: **(0)**
3. > 6 years → positive point: **(+)**

The reason for departure is not taken into account.

These thresholds correspond to professional perception thresholds observed in European and North American markets, particularly after the age of 40, where a duration of less than 3 years is perceived as unstable, and a duration of more than 6 years as confirmed stability.

6.1 Determination of the overall sign:

For all departures analyzed:

- the − / 0 / + points are counted,
- the three categories are added together and compared.

6.2 The ExitIndex® sign corresponds to the dominant category:

- **−** if early departures are in the majority,
- **0** Neutral if standard departures dominate,
- **+** if long trajectories are in the majority.

In the absence of clear dominance, the neutral sign is used by default.

The + / − / 0 neutral sign indicates a dominant trend, not a degree of intensity.

7. Public reading: color and letter score

To facilitate understanding, ExitIndex® associates each analysis with:

1. a duration range
2. a color code
3. a letter
4. and a + / − / 0 neutral sign

This combination allows for quick and intuitive reading, comparable to a Nutri-Score type indicator.

8. What the ExitIndex® algorithm deliberately does not do

ExitIndex® does not include:

- recruitment (entries),
- detailed reasons for departure,
- individual evaluations,
- internal HR policies or intentions.

8.1 This methodological choice aims to preserve:

1. clarity for candidates,
2. comparability between companies,
3. objectivity and neutrality of results.

9. Official positioning (summary)

ExitIndex® *is a temporal stability algorithm that measures how long people actually remain in a position, based on factual, aggregated, and non-interpretive data.*

ExitIndex® *does not measure management quality or company intentions, but only the average length of employment observed over a given period.*

ExitIndex® calculation examples

🟦 Scenario 1 — Very stable company

Context

⇒ Company with 600 employees — Finance group

Observed data

- Cumulative seniority: 48,000 months
- Employees analyzed: 400
  - Average length of service observed: **10.0 years**

Analysis of departures

- Departures within 1–2 years: 8%
- Departures 3–5 years: 22%
- Departures ≥ 6 years: 70%

ExitIndex® score

- Color: 🟦
- Letter: A
- Adjustment: +

Interpretation:
The majority of departures occur after a long period of service, reflecting excellent stability.

🟦 Scenario 2 — Stable but improvable company

Context

⇒ Company with 1,200 employees — Logistics group

Observed data:

- Cumulative seniority: 28,800 months
- Employees analyzed: 300
    - Average length of service observed: **8.0 years**

Analysis of departures

- Departures within 1–2 years: 18%
- Departures 3–5 years: 46%
- Departures ≥ 6 years: 36%

ExitIndex® score

1. Color: 🟦
2. Letter: A
3. Adjustment: neutral or 0

Interpretation:
Stability is real, but intermediate starts limit access to a higher score.

🟩 : Scenario 3 — Area of vigilance

Context

⇒ Company with 900 employees — Field Sales group

Observed data:

- Cumulative seniority: 14,400 months
- Employees analyzed: 200
    - Average length of service observed: **6.0 years**

Analysis of departures

- Departures within 1–2 years: 30%
- Departures 3–5 years: 44%
- Departures ≥ 6 years: 26%

ExitIndex® score

1. Color: 🟩
2. Letter: B
3. Adjustment: neutral or 0

Interpretation:
The balance of departures places this group in an intermediate zone requiring increased vigilance.

🟨 C: Scenario 4 — Structural instability

Context

⇒ Company with 450 employees — Marketing group

Observed data

- Cumulative seniority: 6,000 months
- Employees analyzed: 150
- Average length of service observed: **3.3 years**

Analysis of departures

- Departures after 1–2 years: 52%
- Departures 3–5 years: 33%
- Departures ≥ 6 years: 15%

ExitIndex® Score

1. Color: 🟨
2. Letter: C
3. Adjustment: −

Interpretation:
Early departures dominate, revealing structural instability in the perimeter.

🟥 E: Scenario 5 — Critical instability

Context

⇒ Company with 700 employees — Customer service group

Observed data:

- Cumulative seniority: 3,600 months
- Employees analyzed: 180
    - Average length of service observed: **1.7 years**

Analysis of departures

- Departures after 1–2 years: 74%
- Departures 3–5 years: 21%
- Departures ≥ 6 years: 5%

ExitIndex® score

1. Color: 🟥
2. Letter: E
3. Adjustment: −

Interpretation:
Extremely rapid rotation indicates severe and lasting instability.

🟥 Scenario 6 — Recently created functional group

Context

⇒ Company with 2,000 employees – new Data & AI group

Observed data:

- Cumulative seniority: 600 months
- Employees analyzed: 50
  - Average length of service observed: **1.0 year**

Analysis of departures

- Departures after 1-2 years: 100%
- Departures 3-5 years: 0%
- Departures ≥ 6 years: 0%

ExitIndex® score

1. Color: 🟥
2. Letter: E
3. Adjustment: -

Interpretation:
This score reflects the youthfulness of the group. It provides information about the statistical immaturity of the scope, not about the quality of the company.