Employee Retention

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3 Resources on Different Aspects of Employee Turnover

Employee Retention Risk Indicators

- Their work productivity has decreased more than usual.
- They have acted less like a team player than usual.
- They have been doing the minimum amount of work more frequently than usual.
- They have been less interested in pleasing their manager than usual.
- They have been less willing to commit to long-term timelines than usual.
- They have exhibited a negative change in attitude.
- They have exhibited less effort and work motivation than usual.
- They have exhibited less focus on job-related matters than usual.
- They have expressed dissatisfaction with their current job more frequently than usual.
- They have expressed dissatisfaction with their supervisor more frequently than usual.
- They have left early from work more frequently than usual.
- They have lost enthusiasm for the mission of the organization.
- They have shown less interest in working with customers than usual.

***Source**: HR People+Strategy. "Pre-quitiing Behaviors."JR Keller, Timothy Gardner, and Brad Winn.*

Team Retention Risk Questions

- How many of your employees are looking for a new job?
- How in demand are your employees?
- How confident are your employees that they can find a new job?
- How much additional compensation will prompt your employees to move?
- How will your employees react to *[insert policy change, such as a return-to-office mandate, that could impact employee retention]?*
- How closely does your hybrid work strategy match employee preferences?

***Source**: Gartner. "Worried About Employee Turnover? Ask These 6 Questions to Size Your Risk."*

Events Prompting Career Reflection

- Birthday
- Tenure in role – in role one or two years
- Tenure in organization - one or two years
- Lack of recent development opportunity – two months since last development opportunity
- Change in manager or responsibilities – immediately
- Major gathering of friend or classmates – immediately

***Source**: Gartner. "Use Stay Conversations to Improve Engagement and Retention"*

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Brian Heger (He/Him)
Global Head of Strategic W
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