

CHAT TIME: SMALL, TIGHT-KNIT TEAM OR LARGE, DIVERSE TEAM: WHICH DO YOU FAVOR?

WHY PEOPLE LEAVE AND HOW TO HELP THEM STAY:
HIRING AND RETAINING QUALITY EMPLOYEES

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SLIDES AND HANDOUT

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IN 2022
51 MILLION VOLUNTARILY
QUIT





Employers caused “the great resignation” and their continued lack of action on the real reasons employees chose to leave will likely continue through 2023.

AVERAGE EMPLOYEE:
THE COST OF TURNOVER IS
APPROXIMATELY \$18,000



HAVE YOU EVER PREDICTED
THAT SOMEONE WILL
LEAVE A JOB?



WHAT BEHAVIORS OFTEN
OCCUR BEFORE SOMEONE
LEAVES A JOB?



FAILED RELATIONSHIPS ARE COSTLY

In 1996, an estimated \$6 billion dollars was said to be lost annually by American businesses as a result of decreased productivity stemming from relational challenges at home and work (Forthofer et al.)

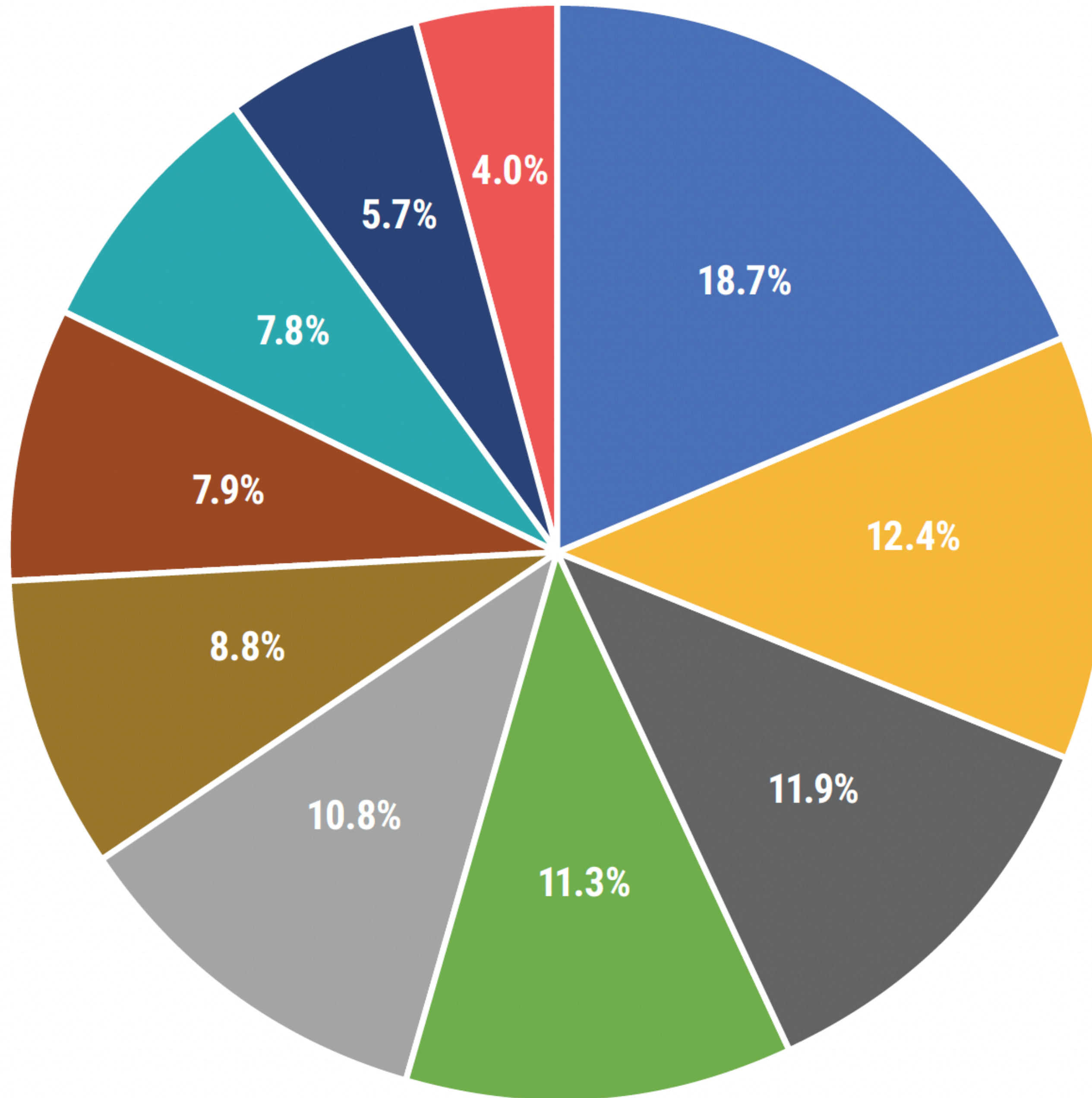
In 2022, businesses lost \$900 billion when employees left jobs (Work Institute, 2023.)



WHAT ARE SOME OF THE
REASONS FOR LEAVING A JOB?



2022 REASONS FOR LEAVING



Theme in Turnover	% of total
Career	18.7
Job	12.4
Total Rewards	11.9
Health & Family*	11.3
Work-Life Balance	10.8
Relocation*	8.8
Management	7.9
Environment	7.8
Retirement*	5.7
Involuntary*	4.0
General Employment	0.8

*Those Reasons for Leaving with a * are designated as "Less Preventable" when compared to the other Reasons for Leaving*

CAREER = TOP REASON FOR
LEAVING



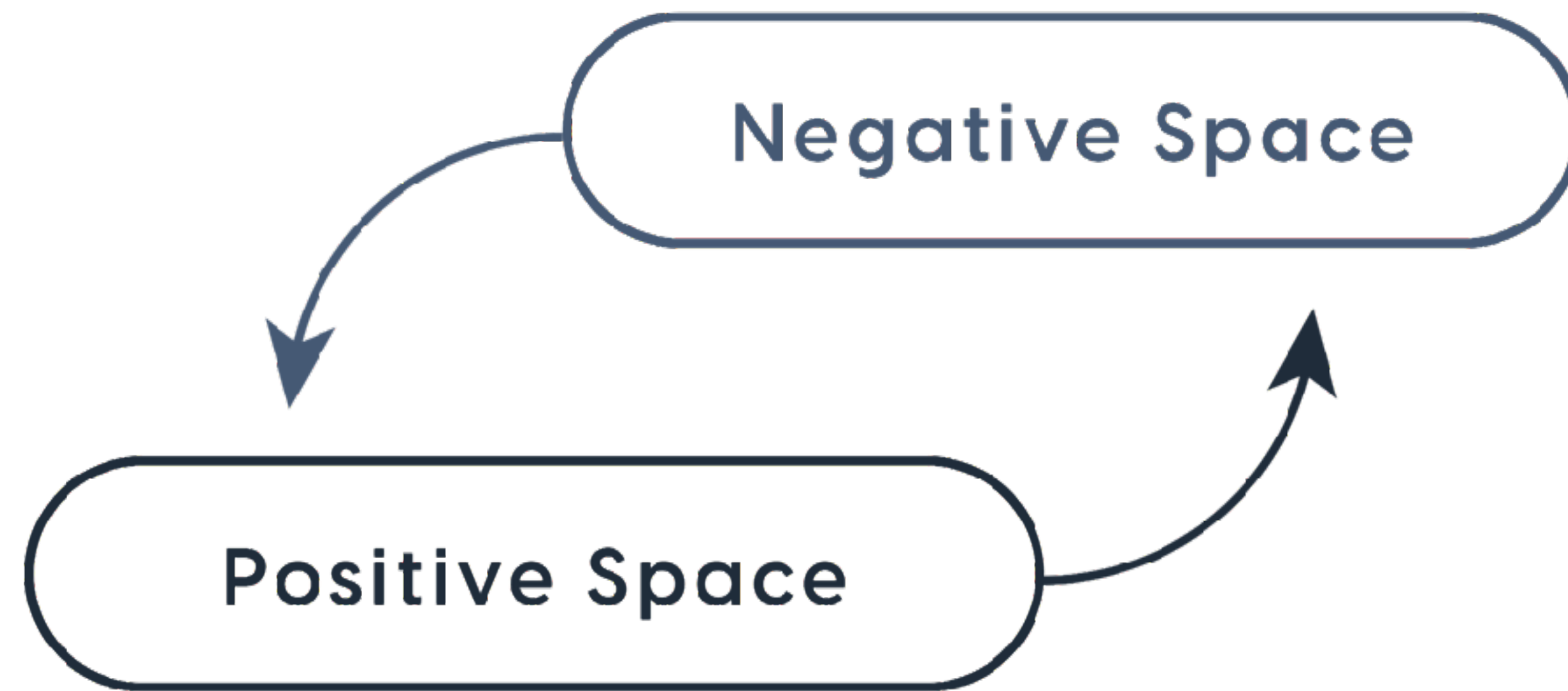
WHAT HAPPENS COGNITIVELY
BEFORE PEOPLE LEAVE?

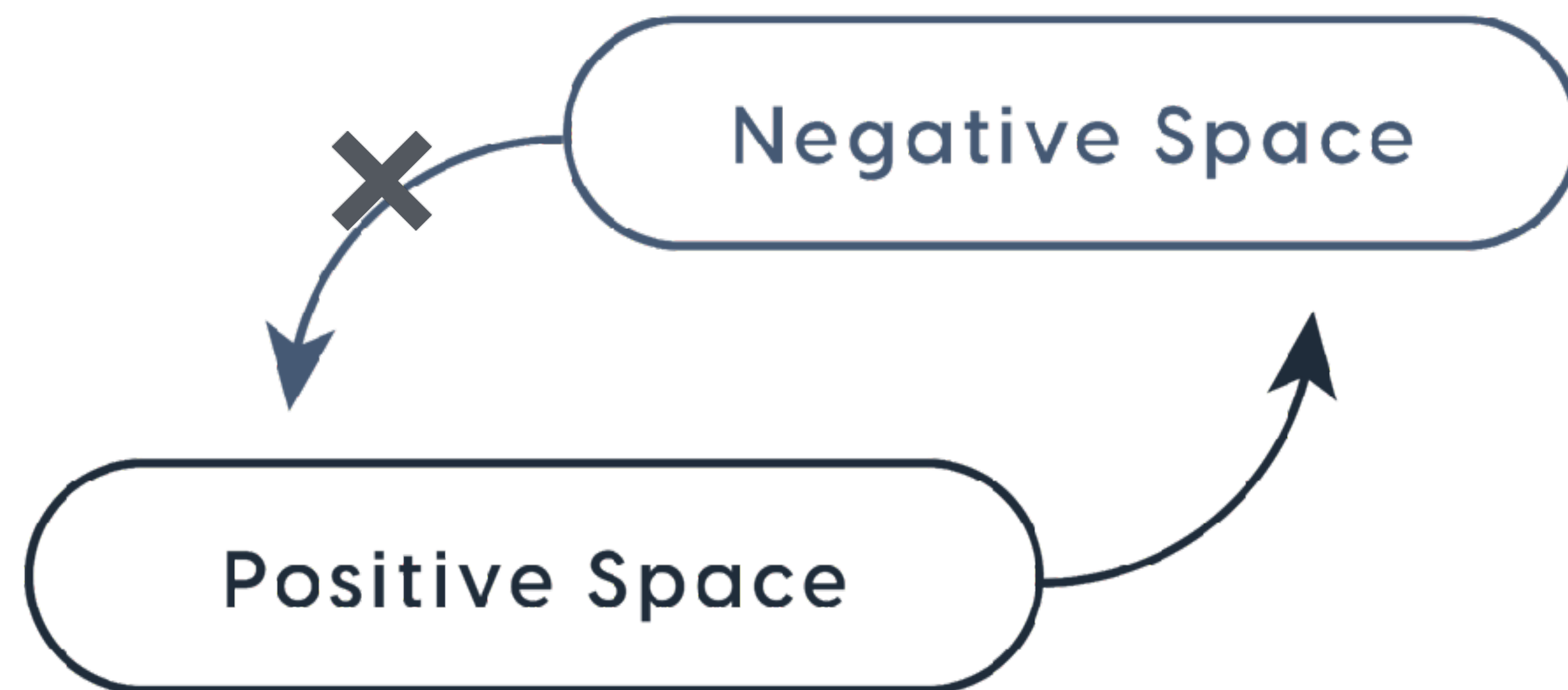


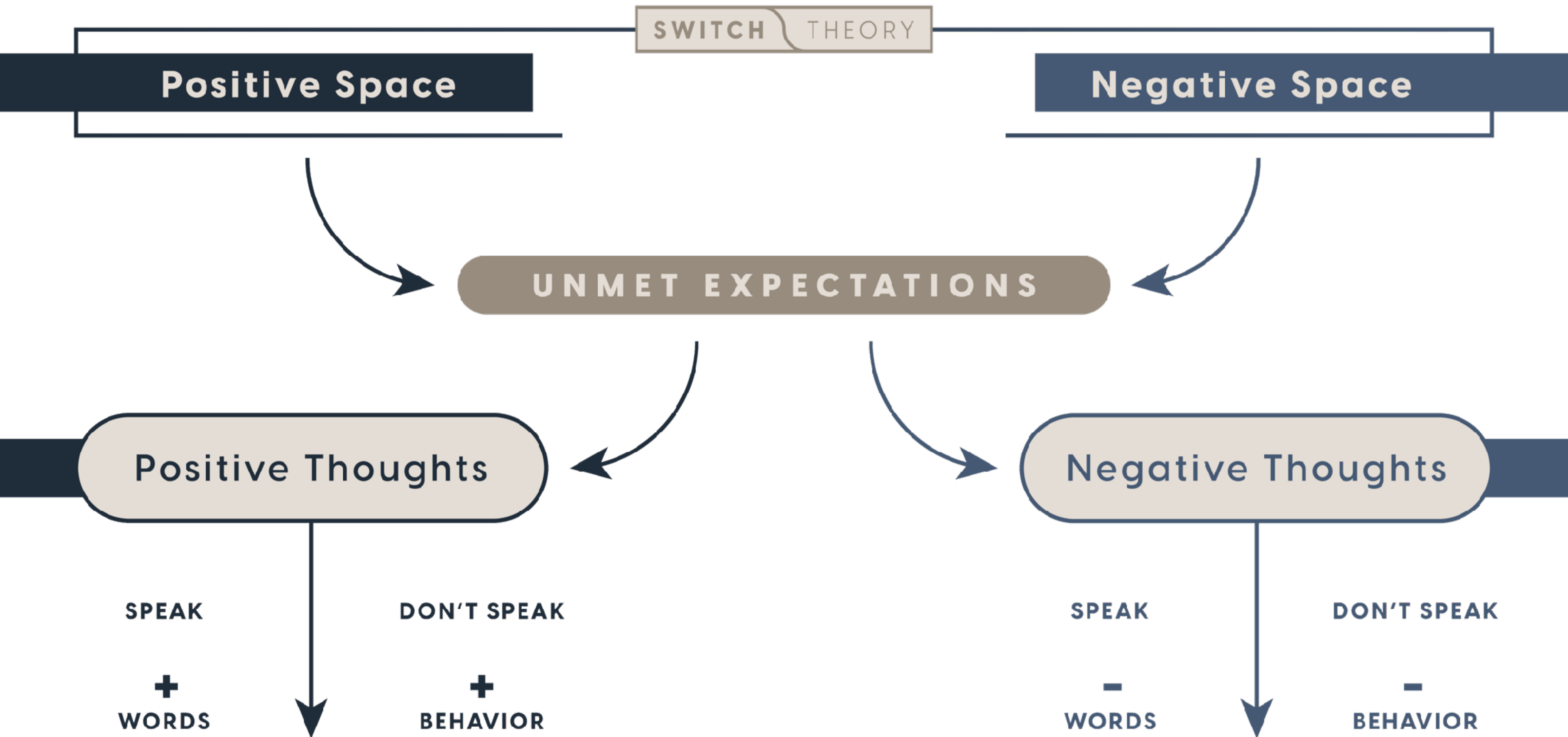
Negative Space

Positive Space









AUTOMATIC SWITCH



CA

AUTOMATIC SWITCH



THE SLOW FADE

CA

THE MANUAL SWITCH



THE THREE A'S TO CHANGE



STEP ONE AWARENESS

STEP TWO ASSESSING

STEP THREE ACTION



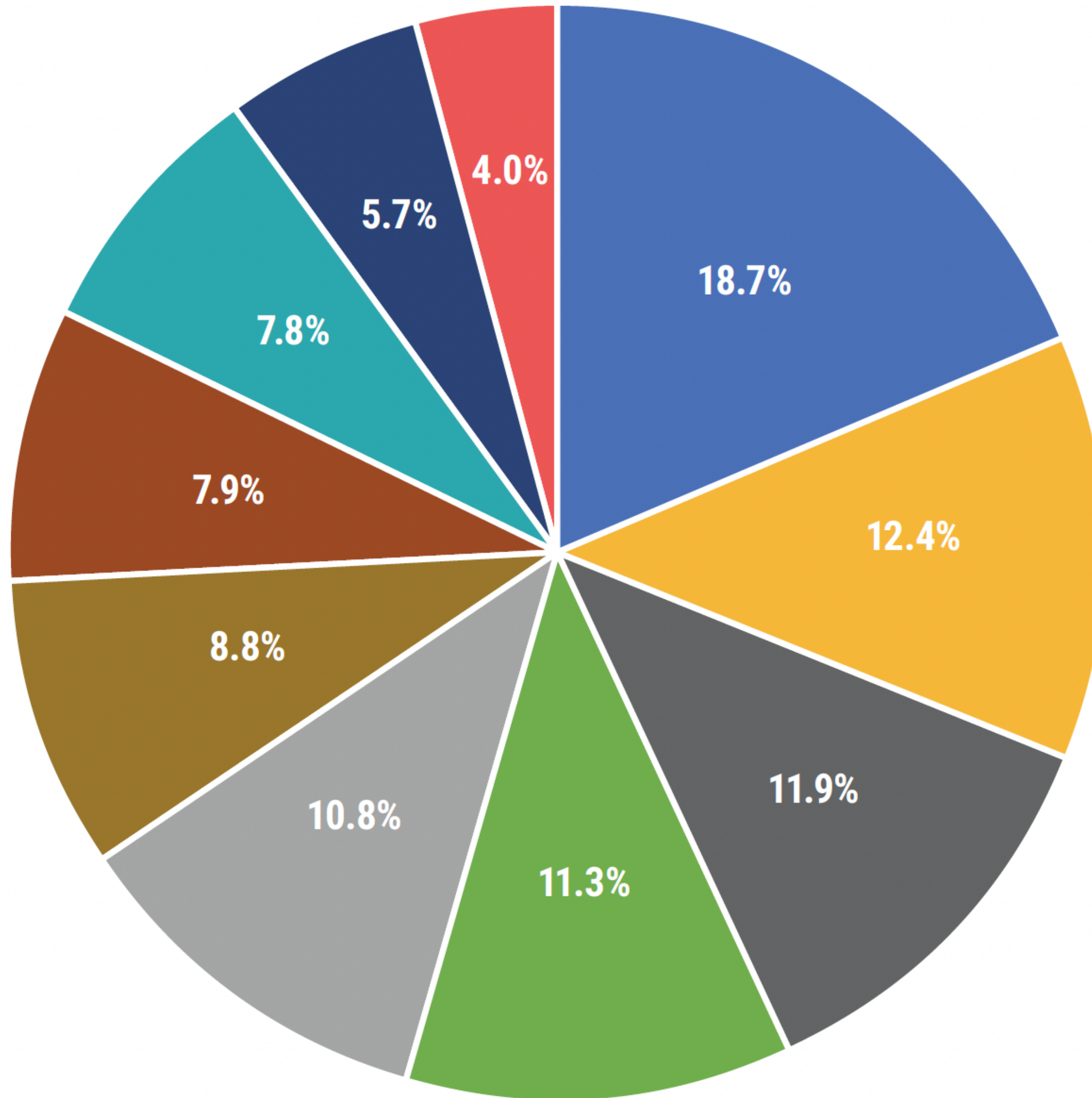
CAN LEAVING BE PREVENTED
BY MAKING A MANUAL SWITCH?

PEOPLE SEEM TO THINK SO

69% OF EMPLOYEE **TURNOVERS** ARE
THOUGHT TO BE **PREVENTABLE** (WORK
INSTITUTE, 2022).



2022 REASONS FOR LEAVING

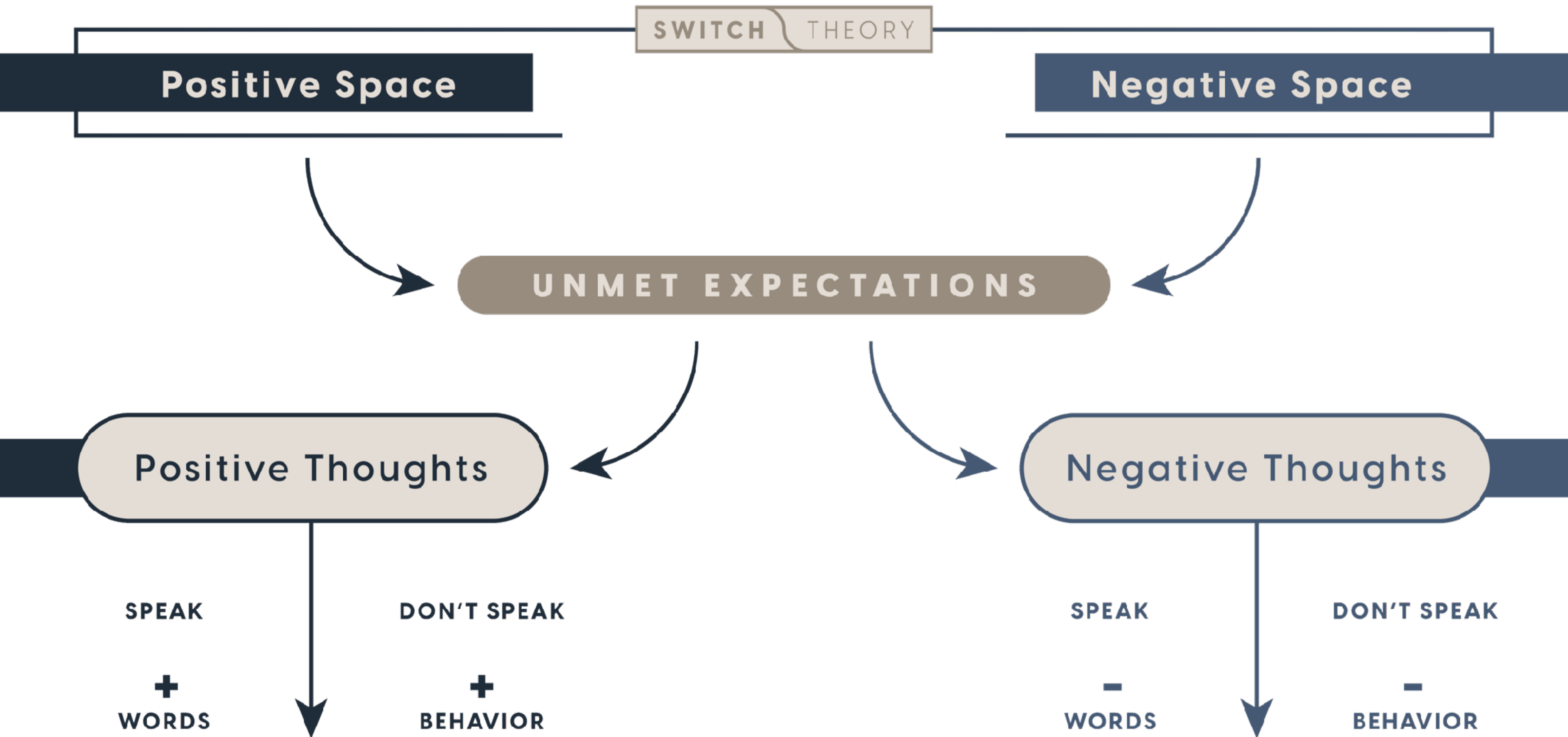


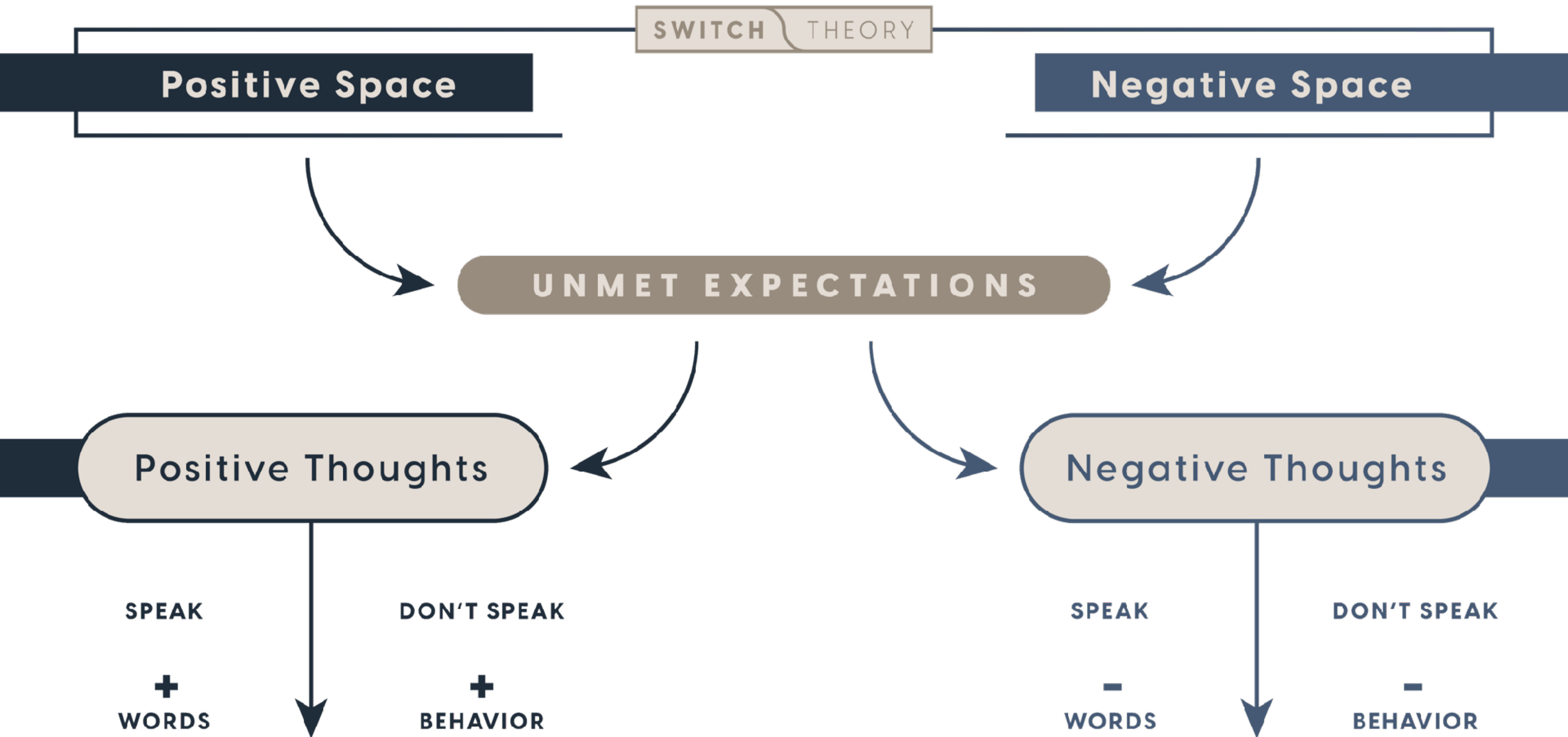
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AN AUTOMATIC SWITCH
CAN TAKE A MANUAL RESET







STAY INTERVIEWS



EXIT INTERVIEWS



STAY INTERVIEWS



STAY INTERVIEW QUESTIONS

1. WHAT WOULD IT TAKE FOR SOMEONE TO RECRUIT YOU AWAY FROM YOUR CURRENT POSITION?
2. WHAT ASPECT OF YOUR JOB DO YOU WISH YOU COULD CHANGE?
3. WHAT FACTORS CONTRIBUTE TO YOU DOING YOUR BEST WORK?
4. WHAT ARE SOME OF YOUR SHORT/LONG TERM GOALS?
5. WHY WOULD YOU STAY?
6. WHAT ARE YOU LEARNING HERE? HOW HAVE YOU GROWN?
7. DO YOU HAVE ANY SKILLS THAT YOU ARE NOT CURRENTLY USING THAT YOU WOULD LIKE TO USE HERE?



STAY INTERVIEWS



WHEN?



WHY DO PEOPLE LEAVE?

THEY ARE OFTEN IN A NEGATIVE SPACE THAT THEY
JUST CAN'T GET OUT OF.


—————

IS IT POSSIBLE TO HELP PEOPLE GET BACK TO A
POSITIVE SPACE? YES.

IS IT POSSIBLE TO HELP PEOPLE WHO LEAVE DO SO
FROM A POSITIVE SPACE? YES, SOMETIMES!



SUMMARY



1. YOU WANT GREAT EMPLOYEES
YOU CAN HIRE GREAT EMPLOYEES

2. EMPLOYEES TYPICALLY WANT TO STAY
YOU CAN HELP THEM STAY

3. EVERYONE GETS IN A NEGATIVE SPACE
EVERYONE WANTS TO BE IN A POSITIVE SPACE





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