

# RELOOK AT ENGAGEMENT & RETENTION

*It's no longer enough for employees to have balance, they want to have structure in their lives and a job that meets their "passion" & purpose.*



## Great Resignation / Great Reshuffle

- A Job to match their 'Passion'
- Felt Manager did not Communicate Enough
- Salary too Low; Want a Better Job Title
- Want a Better Work Culture



## Work Life Integration (What Matters in a Career / New Job?)

- Flexibility of Hours, Working Remotely
  - 65% of Job Seekers are Working Parents
  - Job Seeking Women are Looking for Higher Pay / Flexibility
- Strong Communication with Leaders; Constructive Feedback Regularly
- Very Competitive Salary



## How do Companies Remain Competitive and Retain Employees?

### Double down on Appreciation and Communication

- Receiving thanks can be powerful indicator of intent to leave or stay with the company.

### Recognition Programs – Provide Operationalize Gratitude

- "Gratitude is the key to happiness in the workplace and everywhere else."  
Dr. Robert Emmons (UC Davis)

### Psychologically Safe Environments - Develop a Culture where:

- Employees thrive, & bring their full self to work
- See a path to grow in the organization
- Mutual Respect & Trust between individuals, team members, & leaders
- Managers give "Personal Care" to their employees
- Employees also need to show "Respect" to their leaders
- Review Salary Ranges, for each job title, to be competitive

### **The Data Today is Clear:**

Don't wait to **thank your employees** as well as **check in** with them **regularly**.

**Coaching** is asking **Questions and Listening...**

**Three Dynamic Ways to Start Coaching: 30 Second Coaching | Non-Verbal | Teach Back.**

