

Employee Retention Check

Is employee turnover costing you?

Do you spend too much of your valuable time finding new employees?

Curious how you can have more loyal staff?

This Retention Check will help you identify your retention challenge areas.

First, Check off as many points as you feel apply to you and your company.

Then, put an asterisk beside the most important issue(s) for you.

What do I need to Decrease my turnover costs?

- 1. Boost my **Recruiting** success
- 2. Increase my database of qualified candidates
- 3. Leverage my staff more in helping recruit
- 4. Spend less time recruiting
- 5. Have a more effective **Onboarding** system for new employees
- 6. Not spend so much on initial training only to have them leave or worse: compete with us
- 7. Create a stronger Retention **Culture**
- 8. Eliminate any potential for a toxic work environment ie: zero energy drainers
- 9. Increase opportunities for a team environment and for ALL staff to participate more
- 10. Boost our **Performance**
- 11. Incorporate a more effective performance evaluation system
- 12. Have more self-directed staff creating incredible results
- 13. Have more **Motivation**
- 14. Have more self-motivated staff
- 15. Create more momentum
- 16. Have a **Career Development** plan for each employee
- 17. Communicate opportunities more frequently
- 18. Incorporate an effective mentoring program
- 19. Provide an effective internal / external coaching program
- 20. Lead leaders rather than employees
- 21. Have a more effective **Succession** plan
- 22. Have a clearer exit strategy
- 23. Have leaders work more ON the business
- 24. Delegate more to engage employees more
- 25. **Re-Recruit** more and have a strategy in place
- 26. Stay in touch with high performers who moved on
- 27. Implement exit interviews with all staff who leave
- 28. Recognize it costs less to retain (and re-recruit) then to find new staff
- 29. Have a more effective **Recognition** culture
- 30. Have staff who are happier and healthier
- 31. Have a more formal **Talent Management** program
- 32. Lead by example more
- 33. Be more transparent in our communication so others don't think we have hidden agendas
- 34. Decrease the "yes" person mentality & reduce staff fear to share opinions & views
- 35. Other _____

CONTACT the Retention Specialist for solutions to decrease your turnover costs & boost your retention success.

Learn how to coach your staff to want to stay!



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and Leaders who want to grow their business.



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