

5 KEYS TO EMPLOYEE RETENTION

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1



- Employee Assistance Programs (EAP)
- Critical Incident Stress Management (CISM)
- Career Transitions
- Custom Training Solutions
- Coaching Services
- Health and Productivity Services
- Human Resource Consultation
- Organizational Development
- Employee Surveys
- Workplace Mediation

2

LEARNING OBJECTIVES:



- Identify the pitfalls that lead to employee departure
- Explore business practices that establish strong staff satisfaction, motivation & engagement



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10 Eye-opening Employee Retention Statistics You Should Take Note Of

- 82% of employees who quit an employer in a surveying process did so because of poor management.
- 25% of employees who quit an employer did so because of poor management.
- 79% would choose a job offer for a position against unethical behavior.
- 77% of companies that offer an employee experience to increase retention.
- 31% of employees who manage consistently do not give them to good work for realistic feedback.
- 35% of workers who quit a job if they don't get instant feedback.
- 16% to 213% the average employee exit costs.
- 50% of the business that invests in employee retention to encourage their business operations call to retention.
- 8 in 10 employees would leave a new job after three days.
- 70% would leave a company for better development and learning.




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4

STRESS & BURNOUT ARE KEY FACTORS IN RETENTION

2021 Harris Poll survey, focused on exploring employee attitudes toward mental well-being and work. Surveying over 1,000 full-time employees, the study discovered that there is a huge correlation between stress and the **Great Resignation**.

Of those considering resignation:	For those not considering resignation:
• 80% describe themselves as burned out	• 39% describe themselves as burned out
• 43% have a hard time sleeping due to stress	• 30% have a hard time sleeping due to stress
• 39% feel short-tempered	• 21% feel short-tempered



Copyright © 2022 The Village Business Institute | How to get your employees to stay when they've got one foot out the door - Fast Company 1/17/22

5

TOP 10 REASONS EMPLOYEES ARE LEAVING

- CAREER DEVELOPMENT (22%)
- WORK ENVIRONMENT (18%)
- MANAGEMENT BEHAVIOR (15%)
- JOB CHARACTERISTICS (12%)
- COMPENSATION & BENEFITS (9%)
- WORK-LIFE BALANCE (10%)
- WELL-BEING (10%)
- RELOCATION (6%)
- RETIREMENT (4%)
- INVOLUNTARY (6%)



https://www.atriumstaff.com/

6



5 KEY COMPONENTS TO EMPLOYEE RETENTION

1. Relationship
2. Recognition
3. Respect of employees & others
4. Advancement & development
5. Feeling valued

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7

RELATIONSHIPS



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8

BONDS BETWEEN EMPLOYEES HAS NEVER BEEN MORE PIVOTAL

“Those with strong workplace friendships are almost **three times more likely** to say they love their employer and **two times less likely** to be poached by another company.

The congenial environment and open communication friendships foster also crack open **employee creativity**.

Employees who claim to have a best friend at work are not only happier and healthier but also are **seven times more likely** to be **engaged, motivated and productive** than are employees without an office best friend. And those with work friends have a **35% higher commitment to quality**.”

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GlobeForce & Gallup studies
https://thevillage.com/@vforresearch/a-news-bff-could-be-the-key-for-better-retention/02b09d022



9

HOW TO BUILD RELATIONSHIPS WITH COLLEAGUES

- Look for common interests
- Speak positively
- Support other people's work
- Introduce yourself at social gatherings
- Write thank you notes
- Sharing names / check-ins at meetings
- Creative “getting to know you” activities – even with established team



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https://content.wisestep.com/relationships-with-colleagues



10

RECOGNITION



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11

5 Languages of Appreciation at Work™

Quick Reference for Languages of Appreciation

-  **Words of Affirmation:** leave a note or tell them a specific trait that you value in them
-  **Quality Time:** give your focused attention for a period of time to check in or just hang out
-  **Acts of Service:** say “I have 10 (or more) minutes, how can I help in that time?”
-  **Tangible Gifts:** buy them their favorite drink or snack, or a little something they would like
-  **Physical Touch:** give a celebratory high five or fist bump, or a congratulatory hand shake.

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https://www.appreciationatwork.com/5-languages-appreciation-workplace-improve-employee-engagement



12



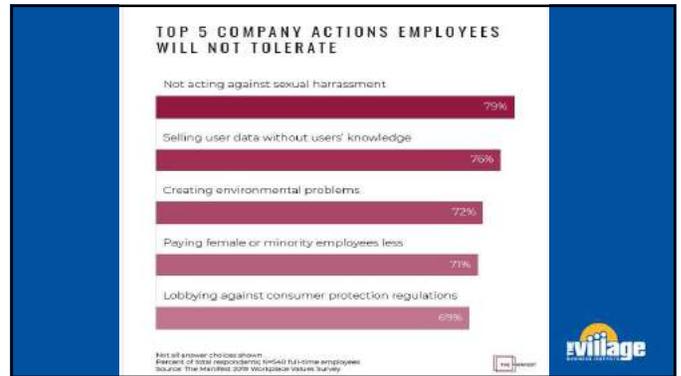
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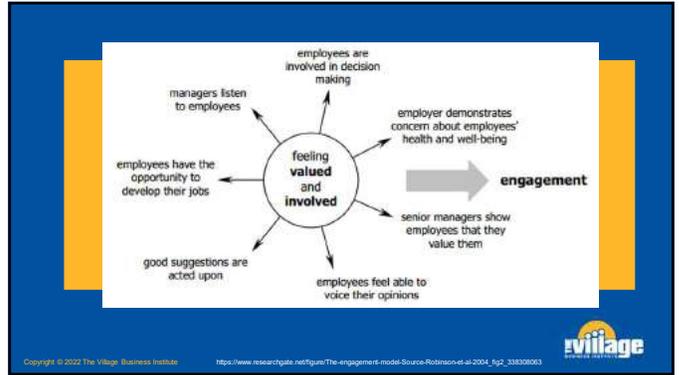
18

FEELING VALUED




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19



20



"You can't go back and change the beginning, but you can start where you are and change the ending."

— C.S. Lewis



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21

QUESTIONS AND FEEDBACK



<https://www.surveymonkey.com/r/J9DRVN5>
SHERM Credit – Activity 22-KENHY



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22

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24