

4 Resources for Identifying and Addressing Employee Retention Risk

<p>1 Pre-quitting Behaviors – managers can answer these questions about each of their employees.</p>	<p>2 Size of Team Retention Risk – managers can ask these questions to gauge team retention risk.</p>	<p>4 Stay Interview Questions – managers can integrate a few of these questions into 1x1's with employees.</p>
<ol style="list-style-type: none"> 1. Their work productivity has decreased more than usual. 2. They have acted less like a team player than usual. 3. They have been doing the minimum amount of work more frequently than usual. 4. They have been less interested in pleasing their manager than usual. 5. They have been less willing to commit to long-term timelines than usual. 6. They have exhibited a negative change in attitude. 7. They have exhibited less effort and work motivation than usual. 8. They have exhibited less focus on job-related matters than usual. 9. They have expressed dissatisfaction with their current job more frequently than usual. 10. They have expressed dissatisfaction with their supervisor more frequently than usual. 11. They have left early from work more frequently than usual. 12. They have lost enthusiasm for the mission of the organization. 13. They have shown less interest in working with customers than usual. <p>Source: HR People + Strategy</p>	<ol style="list-style-type: none"> 1. How many of your employees are looking for a new job? 2. How in demand are your employees? 3. How confident are your employees that they can find a new job? 4. How much additional compensation will prompt your employees to move? 5. How will your employees react to a vaccine mandate? (you can replace this question with any other type of policy change question that could impact employee retention.) 6. How closely does your hybrid work strategy match employee preferences? <p>Source: Gartner</p> <p>3 Consider these work or life events that prompt employees to reflect on and reconsider their career.</p> <ul style="list-style-type: none"> • 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 <p>Source: Gartner</p>	<ol style="list-style-type: none"> 1. What do you look forward to most when you come to work every day? 2. What do you dread about work every day? 3. When was the last time you thought about leaving the company? 4. What situation made you think of leaving? 5. What would tempt you to leave the company? 6. What is the best part of your job? 7. What part of your job would you cut out straight away if you could? 8. Which of your talents are you not using in your current role? 9. Do you feel you're getting clear goals and objectives? 10. As your manager, what can I do more or less of? 11. Do you feel valued and recognized in the company? 12. How would you like to be recognized for the work you do? 13. What are we currently not doing as a company that you feel we should? 14. What do you feel we should definitely change? 15. Are you satisfied with our current work from home policy? If not, what do you think we need to change? 16. Do you have enough tools and resources to do your job properly? If not, what is missing? <p>Source: AIHR</p>



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