



HR NEWS

How can I stop my staff from leaving?

The true answer? You can't, **BUT**, you can make it a harder decision for them to do so. How a person feels about their job is often shaped by the way they're managed, and the type of environment they work in. You value your employees and want them to stick around, whether they do so or not, could partly be down to you, as the employer.

Here are 3 key points:

ENVIRONMENT

The most important thing is to be able to create an environment for your staff where they feel comfortable and confident. This will provide them with the confidence to speak to you about their feelings regarding their role, progression, and an insight to if they can see a future within the company. Their answers and body language within that situation will provide you with a good indication if there should be any cause for concern.

This secure environment will provide you with the opportunity to show your staff that you are willing to invest in their development and explore opportunities within the company. It will also provide staff the openness to discuss any problems or reasons that may mean their position within the company is either not suitable for them or ideal for the long term

DEVELOPMENT

You often find that one of the main reasons employees leave is due to them wanting to better develop their careers.

THINK

Are you developing and investing in your staff?



Do they know who to approach should they want to develop their career?

SIGNS

There are some signs that you can look out for to indicate that an employee might be thinking of leaving, which are:

- Are they taking more time off, late in, leaving early?
- Their Behaviour
- Questions on their contract or employment
- Rumours

If you find an employee showing any of the above signs, use this as a chance to do a causal check in with them and ask:

- How are they?
- How are they finding their job?
- Do they have any worries/concerns?

BOOK NOW

Do you have any concerns with employee's employment ?

Book a **FREE** consultation with me to discuss any of your concerns*

*Consultations will be limited to 30minutes. A quote will be sent for any work to be carried out following this for approval. Hub members get a discount on all quotes.



REMEMBER!

A comfortable, relaxed environment will promote openness and discussion.