

TOP WAYS YOU ARE LOSING TALENT



INTERVIEW PROCESS LACKS EFFICIENCY



- A surplus of interviewees per role
- Too many steps or redundancies throughout the process

WORK-LIFE BALANCE SHORTCOMINGS



- Rigid or out-of-date policies
- With the increased demand for labor, employees can pursue employment opportunities better-suited to their needs

CONCERNS REGARDING COMPANY DIRECTION OR FINANCIAL WELL-BEING



- Uncertain times and situations can make employees anxious
- Deficient communication leaves employees wary or confused, leading to disengagement

ADVANCEMENT FRUSTRATIONS OR FAILURES



- Stuck in the same position despite upskilling
- Given additional responsibilities unrelated to career path

LACK OF RECOGNITION



- Absent or poor communication
- Changed circumstances leave employees feeling undervalued

EMPLOYEES FEELING OVERWORKED, UNSUPPORTED OR BURNT OUT



- Sources can be everything from workplace stress to mental or physical health concerns
- Covering multiple positions due to resignations

DISSATISFACTION WITH COMPANY CULTURE



- Company mission or ambitions are unclear
- Lack of diversity
- Culture is not aligned with employee career aspirations

COMPENSATION ISSUES



- Wage is stagnant or no longer competitive relative to the position
- Compensation is no longer sufficient due to rising inflation, child care, etc.

HOW TO FIX



- Limit the process to three steps or less
 - Make expectations clear from the onset
 - Moderate the number of people conducting interviews
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- Establish flexible schedules or remote work options
 - Encourage employees to set work boundaries and use vacation time
 - Induct more family-friendly policies and benefits
 - Roughly one-third of surveyed employees listed parental leave as a big plus
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- Inform the team regularly and outright to help ease anxieties
 - Send big announcements as a group and set aside time for questions or to voice concerns
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- Discuss potential advancement scenarios together
 - Design realistic plans for reaching appropriate levels and goals
 - Provide tuition reimbursement or time to attend virtual conferences, continuing education, etc.
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- Frequently communicate how much the employee is valued
 - Initiate a formal reward or acknowledgement system to promote idea-sharing and appreciation
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- Adopt strategies to help counter and prevent employee burnout
 - Ensure paid time off (PTO) is adequate and being used as needed
 - Be proactive about employees finding help with stress, mental health issues and burnout
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- Expand hiring practices
 - Discuss adapting to modern guidelines
 - Introduce wellness programs to help keep employees fit mentally, physically and financially
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- Evaluate and adjust salaries consistently
 - Provide other forms of compensation, such as a bonus
 - Offer sufficient health care and retirement benefits
 - Keep in mind, accommodating top talent can be more cost-efficient — replacing personnel can cost up to two times an employee's annual salary

