

PROPELLER

Reflection and Trust Will Encourage Employee Retention



26% of workers are planning to switch jobs post-COVID; 80% are doing so because they're concerned about career advancement and lack of skills development, according to a 2021 study. How can you be sure you're not inadvertently motivating or managing your team in a way that makes it too easy for them to leave?

There is one thing we know to be consistently true:

PEOPLE DON'T LEAVE JOBS, THEY LEAVE MANAGERS. This moment of increased attrition should be a call to action for all leaders to think about the ways they demonstrate trust and the level of trust they have with their employees. It's time to reflect on how you're providing an exceptional work environment and building trust with your team.

Classic Trust Mistakes & Remedies

INSTEAD OF...

TRY THIS INSTEAD:



Reliability

BEHAVING INCONSISTENTLY by overpromising, sugar coating, and/or not following up on identified next steps...



BE DIRECT but also **HONEST AND FAIR, KEEP SCHEDULED MEETINGS** as much as possible



Sincerity

USING SUPERLATIVES (e.g. always, never, completely), and/or **NOT PRACTICING ACTIVE LISTENING**



ENSURE UNDERSTANDING of the situation, **USE SPECIFIC AND RELEVANT INFORMATION** to justify conclusions that are meaningful



Competence

NOT ASKING FOR CLARIFICATION if unsure about how to proceed, **NOT DEFINING EXPLICIT STANDARDS** for work, not asking for feedback



BE TRANSPARENT, expose areas of lack of clarity and seek information, **DON'T OVER PROMISE**



Care

AVOIDING SMALL-TALK, missing critical life events, not understanding areas of passion and frustration, **NOT SHARING THE DECISION MAKING PROCESS**



RADICAL TRANSPARENCY, demonstrate advocacy, celebrate critical life events, **BE PRESENT DURING MEETINGS**

PROPELLER GUIDES ENTERPRISE CLIENTS AND BUSINESS LEADERS TO BUILD ORGANIZATIONAL RESILIENCY

Leveraging Change Management best practices and insights from human behavior motivators, we work to keep people thriving in and able to do their best work.



How Can We Help?

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