

PROPELLER

Reflection and Trust Will Encourage Employee Retention



With 77% of employees citing a lack of trust in their managers as a significant reason for considering a job change, fostering trust has never been more critical. Employees are looking for environments where they feel valued and supported. In fact, organizations that invest in training managers to build authentic relationships with their teams see a 40% increase in employee engagement.

There is one thing we know to be consistently true:

PEOPLE DON'T LEAVE JOBS, THEY LEAVE MANAGERS. In 2024, with employee expectations shifting toward transparency and trust, this moment of increased attrition is a call to action for all leaders. Demonstrating authentic trust and consistently fostering a supportive environment are critical to keeping your teams engaged and motivated. It's time to reflect on how you're creating a work environment that not only meets employee needs but also empowers them to thrive.

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?

Learn more about our services, solutions, and team at

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