

Thriving through The Great Resignation

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Expectations for a great seminar...

- 60-minute session with Q&A
- Participate
- Ask questions
- Take personalized notes
- No multi-tasking
- Enjoy!

Thriving through the...

- Great Resignation
- Great Renegotiation
- Great Attrition
- Great Reimagination
- Great Reset
- Great Realization
- Great Reshuffle
- Great Recognition

The Big Quit...



Among the employees in the survey, **36%** who had quit in the past six months did so without having a new job in hand.

Between April and September 2021, more than **24 million** American employees left their jobs, *an all-time record*.

The Stats

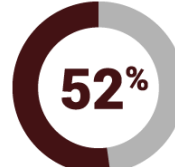
A hand holding a smartphone horizontally. The phone's screen is the base for a data visualization consisting of a line graph with blue dots and a bar chart with blue bars. The background is dark with bokeh light effects.

More than **40%** of all employees were thinking about leaving their jobs at the beginning of 2021.

The Reasons

Employees cited the following as the top three reasons for quitting:

- They didn't feel valued by their organizations
- They didn't feel valued by their managers
- They didn't feel a sense of belonging at work



Another reason?
A toxic culture

**10 times more important
than compensation** in
predicting turnover



Toxic culture
is characterized by
employee reviews as:

- Workers feeling disrespected
- Unethical behavior by co-workers and/or supervisors
- Abusive managers
- A cutthroat (political) environment



Other Reasons for Attrition

- Employees do not buy into the mission, vision and/or values of the organization
- Employees feel there is no purpose in the work they do
- Failure to promote DEI in the workplace



Address the reasons for attrition first, then go for the unusual!

||| We need
“stayers” ...



Unusual Recruiting Strategies



- **Always make quick offers**
- Offer remote work options
- Shorten the work week/
allow alternate work hours
- Give signing bonuses
- Pay off student debt
- Award paid time off before
the candidate starts the job

The Great Resignation Gotcha

Many organizations are bumping up pay, financial perks, or bonuses, while making NO effort to strengthen the relational ties people have with their colleagues and their leaders.



The result? ***Rather than sensing appreciation, employees sense a transaction.***

This **transactional relationship** reminds them that their real needs aren't being met.

The thing to remember...

Employees want, above all, meaningful *interactions*, not just **transactions**.



Herzberg's Two Factor Theory

Satisfiers (Motivators)

- ↑ Performance and achievement
- ↑ Recognition
- ↑ Job status
- ↑ Responsibility
- ↑ Opportunities for advancement
- ↑ Personal growth
- ↑ The work itself



Improving these factors helps to increase job satisfaction.

Dissatisfiers (Hygiene Factors)

- ↓ Salary
- ↓ Working conditions
- ↓ The physical workspace
- ↓ Relationship with colleagues
- ↓ Relationship with supervisor
- ↓ Quality of supervisor
- ↓ Policies and rules



Improving these factors helps to decrease job dissatisfaction.



Creative Retention Tactics

Improve company culture in three ways:

1. Measure employee fit
2. Foster relationships with co-workers
3. Offer intangible benefits not found elsewhere

Additional Proven Retention Tactics

- **12 times more predictive** of employee retention than promotions? Lateral job moves
- **6 times more powerful** in predicting retention than a flexible schedule? A predictable schedule for front-line employees
- **Always a winner?** Conducting “stay” interviews.





Reduce “hindrance stressors”

Work demands that make it difficult for employees to do their jobs well include:

- Red tape
- Unclear job tasks
- Conflicting requests from supervisors
- Coworkers getting undeserved rewards or promotions



Energizing and
engaging happens
three ways

1. Great relationships
with supervisors
2. A belief in senior
leadership
3. Pride in the
organization




Other factors

Open communication

Being treated with respect

Personal values reflected by the organization

Believing the organization cares about how employees feel

A man in a grey suit is sitting at a desk, leaning forward with his head buried in his hands. He appears to be in a state of stress or frustration. A laptop is open on the desk in front of him. The background is a blurred office setting.


Employees don't leave
companies, they leave
people.

The Big Secret that Makes it all Work!

Employees have 5 psychological
safety needs at work:

1. Consistency
2. Connectedness
3. Control
4. Competence
5. Cause



A group of diverse business professionals are gathered around a table in a meeting. They are looking at a laptop screen and appear to be in the middle of a discussion. The scene is dimly lit, with the primary light source coming from the laptop screen. The text is overlaid on the image in a white, sans-serif font.

What are three steps you can take, based on our findings, to recruit, retain, energize, and engage employees?

Create a personal action plan!

Thank You!



Dr. Holly Speaks, PhD, LLC
Corporate Speaking, Training and Consulting

Dr. Holly delivers impactful, interactive presentations designed to motivate, inspire and move to action.

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