



# Leader's Guide to Employee Retention

## "9 Strategies for Keeping Your Best People"

Remember, the most important factor in whether employees choose to stay or leave, is how they are treated. Ultimately, you need to create an environment where people feel their work is meaningful and valued. Using these principles consistently, is the key to retaining your best employees.



### 1. "Express Appreciation"

Every employee deserves recognition when they do a good job

### 2. "Build Trust"

Keep your word by following through on promises made

### 3. "Open Communication"

Keep employees well-informed on important issues

### 4. "Helpful Feedback"

Avoid negative feedback and offer meaningful support

### 5. "Encourage Autonomy"

Allow employees independence as they grow in their jobs

### 6. "Growth Opportunities"

Explore opportunities for career development

### 7. "Support Work/Life Balance"

Allow flexibility when possible and don't be afraid to include a little fun along with the work

### 8. "Share a Common Vision"

Develop mutual goals and keep everyone focused on your organization's mission

### 9. "Stay Interviews"

Have regular meetings with employees, to uncover issues and ensure that their work is satisfying and fulfilling

