

## Staff Retention Strategies

**Hiring and Recruitment:** the only time you can directly influence the employee's side of the equation

**Onboarding/Support:** new hire should be set up for success from the very start, from the first day of work to the first week and beyond

**Goal setting/feedback/outcomes:** staff want to see the results of their work

**Work life balance:** people are not machines, pushed too hard for too long, they will succumb to illness, fatigue, and unnecessary (but sometimes costly) mistakes

**Be the Best:** people want to work for the best

**Upward Mobility/options:** smart managers invest in their workers' professional development and seek opportunities for them to grow

**Management style/environment:** employees don't quit jobs, they quit managers

**Dealing with change/Inclusion:** every workplace has to deal with unpleasant changes occasionally, and the staff looks to leadership for reassurance

**Fostering teamwork/Celebration:** when people work together, they can achieve more than they would have individually

**Safe Environment For Your Employees:** if people sense that danger is near, they're going to have a hard time focusing on the work they need to do