

# What Got Them Here Won't Keep Them Here

*The same benefits that initially attract an employee to a position are not enough to keep them there.*

Learn the differences between what makes employees stay versus what makes them leave.



## WHY PEOPLE LEAVE

## WHY PEOPLE STAY

### No Room for Growth

Studies have found that a lack of opportunities for advancement is one of the top reasons people leave their jobs.<sup>2</sup>

### Opportunities for Development

Upskilling workers and providing opportunities for career advancement lead to higher levels of employee engagement and satisfaction (2 indicators of retention).<sup>1</sup>

### Bad Managers

Gallup has found that **1 in 2 employees** leave their positions because of bad managers.<sup>2</sup>

### A Positive Company Culture

Glassdoor has found that nearly **2/3rds** of employees cite good company culture as a top reason for staying at a company.<sup>1</sup>

### Underpaid, Overworked & Undervalued

Gallup cites “unfair treatment at work, unmanageable workload, unclear communication from management, lack of manager support, and unreasonable time pressure” as the top 5 reasons for employee burnout.<sup>1</sup>

### Recognition

Companies that regularly reward and recognize their employees are more likely to see increased retention and employee productivity.<sup>1</sup>

### Lack of Worklife Balance

More and more workers are citing work-life balance as one of the reasons for leaving a position.<sup>1</sup>

### Flexibility

Employees, especially women, see work-from-home and schedule flexibility as a top company benefit.<sup>3</sup>



### References

1. <https://www.forbes.com/advisor/business/employee-retention-strategies/>
2. <https://www.uschamber.com/co/run/human-resources/top-reasons-why-employees-quit>
3. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>