



SAFETY2BUSINESS

TOP 5 REASONS WHY YOUR STAFF QUIT



Have you ever lost a great employee and said to yourself 'There was nothing I could do about it'? They must have offered him/her more money somewhere else which I can't afford to pay him/her anyway.' Well, you are wrong about both and if you are a 100% honest with yourself you would know that these are nothing but cheap excuses to make yourself feel better. What's actually expensive are the costs which a hardworking employee brings as an 'after-effect' once he/she walks out the door.

Employees quit for many reasons but in most of the cases you can prevent it and the shortest way to answer 'how' is by 'not blaming everything else under the sun and start learning how to be a better employer'. You would probably be surprised to know that very few workers leave because of their unsatisfactory wage- that is a factor too but with not such a great importance. The truth is that if they liked their workplace environment and, most importantly, the way you treated them their decision may have been different.

To help you see things from a non-subjective point of view, we have put together a list of which, according to us, are the top 5 reasons your best employees quit. There are blank tick boxes for you to check- be honest with yourself because your business success depends on your ability to master the art of knowing how to manage your staff. Don't copy your old boss's attitude- people can literally smell that and if they don't respect you, they won't want to work for you... Simple as that!

☐ **Work/life balance-** If your job didn't provide you the flexibility to handle your family responsibilities wouldn't you ask yourself if it's worth it? Now, from a position of an employee of your company, is it actually worth it in terms of workload and pay?

☐ **Lack of recognition-** Do you recognise your employees' contributions to the overall development of your business? Things like a pat in the back, a positive feedback or a simple 'thank you' can do miracles!

☐ **No future-** Does your business offer any growth opportunities for the highly motivated and devoted workers? Do you create paths for 'climbing up the career ladder' or you just stick to the old 'top-down' hierarchy principle where people are recognized by the title they hold at your company / the years they have spent working for you? Ignoring your staff accomplishments and efforts makes them feel meaningless and unappreciated. It's no wonder why, at some point, they just stop caring. A word of appreciation is free but is definitely one of the best ways of reinforcing great performance which, by itself, leads to business success!

☐ **Overwork-** Overworking good employees makes them feel punished for their hard work. Someone else will reward them instead so it is self-explanatory why they would look for better opportunities somewhere else! Trust me, there are many out there!

☐ **Corporate culture-** Have you developed the so-called 'ethos' of your company? The corporate culture is not just about the message which you are constantly trying to market to your clients/customers. Your brand image is a combination of the prior plus your employee overall satisfaction. Remember, word of mouth is a powerful thing as is your staff attitude towards you. So if you don't know what is employee empowerment and how to express care internally, you'd better 'google' these that very second and start awarding your 'working bees' with some perks and benefits. Internal marketing is most of the times more beneficial than all of the efforts you will ever make to create a positive public 'personality' of your business. Authenticity comes naturally and your corporate culture is a magnet- it either keeps your employees or turns them away. Which scenario provides you with what you need for your business success?