

ATTRITION PREVENTION STRATEGIES

- A. Conduct Stay Interviews:** Regularly talk to high-performing employees about what keeps them engaged and what might cause them to leave.
- B. Anonymous Pulse Surveys:** Use short, frequent surveys to monitor employee morale and engagement in near real time.
- C. Exit Interview Data Analysis:** Systematically analyze past exit interviews to identify common themes and root causes of attrition.
- D. Create Clear Career Paths:** Offer defined growth tracks and internal mobility options to help employees see their future at the company.
- E. Upskilling & Training Programs:** Invest in ongoing skill development and certifications to keep employees engaged and future-ready.
- F. Mentorship Programs:** Pair less experienced employees with mentors to foster connection and professional growth.
- G. Offer Flexible Work Arrangements:** Provide options for remote work, flexible hours, or compressed workweeks.
- H. Encourage Time Off:** Promote a healthy culture around taking vacation and using mental health days.
- I. Monitor Overtime & Burnout:** Use analytics to flag excessive overtime and proactively check in with overworked employees.
- J. Review Compensation Competitiveness:** Regularly benchmark salaries and benefits against industry standards and adjust where needed.
- K. Train Managers in Retention Practices:** Equip managers with skills to identify at-risk employees and address concerns early.
- L. Foster Inclusion & Belonging:** Build a culture where all employees feel valued, respected, and safe to voice concerns.
- M. Promote Internal Transparency:** Regularly communicate company goals, performance, and upcoming changes to build trust.

N. Non-Monetary Recognition: Acknowledge achievements through shout-outs, awards, or internal spotlights—even when budgets are tight.