



“Why People Leave” Timeline

When can staff walk away? Anytime!

Why do they leave? It depends!

The Market

We are currently in an employees’ market where nearly every employer is hiring, so keep in mind that all your team members have opportunities to go elsewhere if they feel your organization (or management style) is no longer the right fit for them. Sure, some great talent is poached by other organizations for more money, a promotion, etc., but **more often, it’s a reason organizations CAN control that’s causing unnecessary employee turnover**. So, we have identified reasons some companies are losing talent that could be improved to improve staff retention.

Assumptions

Be careful! Too often I hear business managers and owners blaming a lot of their turnover on “bad hires.” That’s an “it’s you, not me” mentality that does not help improve employee retention. Also, many assume staff leave almost exclusively for more money or better schedules. While those reasons do have some merit, they do not hold near as much power as people think. Most studies and statistics about employee retention of today’s new workforce say there are many reasons staff leave, so don’t assume. **Get the data!**

The Timeline

The following exit timeline shows several reasons we have found as to why staff leave at different times in their tenure. **Review each item and consider whether it could be true for your employees.**

Left Candidate Pool

- Employer reputation on the street is negative when candidate asks around
- Selection process is too slow and candidate got another offer faster
- Candidate did not like people they met or what they heard/saw during interviews

Left in First Week

- Company did not give a realistic job preview (“This is not what I thought it would be.”)
- Orientation was generic and/or not welcoming
- Training was overwhelming, boring or non-existent
- Company policies do not align with new hire’s needs and expectations
- Difficulty making “work friends” due to cliquish culture or lack of team building
- Poor candidates made it through faulty hiring process (“hiring warm bodies”)
- Ineffective supervisor/manager

Left in First 30 Days

- Lack of proper training led to low confidence, mistakes and/or disciplinary action
- Seasoned staff “eat their young” assigning “grunt work” or equipment no one wants
- Work schedule and/or workload do not align with employee’s needs and expectations
- Ineffective supervisor/manager

Left in First 90 Days

- No one checks in with new hires and asks what additional training/resources they need
- Work environment and organization culture are not a fit for the employee
- Employee still has not built strong relationships with team due to lack of team building
- Ineffective supervisor/manager

Left in First 6 Months

- Employee is not having fun
- Poor communication and lack of transparency cause employee to feel left out
- No recognition or feedback regarding job performance (feels underappreciated)
- Realizes overburdening work load due to being short staffed is not going to get better
- Lack of incentives in place to stay longer (“Everyone’s hiring, why should I stay here.”)
- Ineffective supervisor/manager

Left in First 1-3 Years

- Boredom in job with no new opportunities to learn and grow
- Few/No opportunities for career advancement identified ahead (feels stuck)
- Lack of incentives in place to stay longer (no “carrots” except cost of living adjustment)
- Ineffective supervisor/manager

Left after 3+ Years

- Poached by another company for their experience and expertise
- Boredom or burnout
- Few/No opportunities for career advancement identified ahead (feels stuck)
- Realized they are losing potential money by staying and only earning small pay increases
- Ineffective supervisor/manager