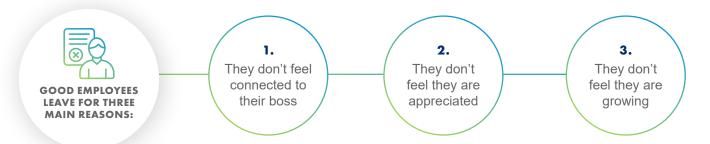


ankCrum* MANAGER TIPS FOR RETENTION



THE GOOD NEWS IS THAT, AS A MANAGER, YOU HAVE THE POWER TO INFLUENCE ALL THREE!



- · What did you think about the game/movie/TV show?
- · How is school?
- How was your day off/weekend?

- Where are you thinking of going on vacation?
- · What are the kids up to?
- · How is your spouse/mom/dad/sibling?



- Praise for a specific contribution and why it matters (how it impacts company goals).
- Write a personal thank you note.
- · Give them credit in front of others for a good idea.
- · Make time for the employee and have regular conversations.
- · Recognize personal milestones (anniversaries, birthdays, life events).
- · Keep them involved and let them know what is going on.



- Encourage professional development and discuss possible career paths with the company.
- · Provide stretching assignments and coach for success.
- Provide mentorship opportunities so they can develop new skills.
- · Ask them what they have been working on that they are excited about.
- · Provide constructive feedback, and focus on both strengths and areas for improvement.
- · Ask for their opinion and perspective on a project of yours.

HOW DO YOU RATE?	D=Disagree U=Unsure A=Agree
I know all of my team members individually	
2. I know the names of their children/what interests they have outside of work	
3. I interact with each team member a few times each week	
I have provided constructive feedback in the last two weeks	
My team members feel a person-to-person connection with me	
6. This week I have talked with each of my team members about something non-work related	
7. This month, I have talked with each team member about how the team is doing	
Team Member Name	Team Member Name
Do I know what is important to this team member?	Do I know what is important to this team member?
Do I know what motivates this team member?	Do I know what motivates this team member?
Do I regularly try to motivate this team member?	Do I regularly try to motivate this team member?
To better connect with my team members, I will:	
To better show appreciation to my team members, I will:	When team members started on their first day, they were motivated to try to do a good job. That motivation was internal (intrinsic motivation).
To help my team members grow, I will:	Employees also benefit from other motivators (extrinsic motivation), such as praise, opportunities, and a good working environment. Managers can talk with their employees and learn what motivates them.

RESOURCES: