

# Kennette Reed & Associates



.Performance Consulting

.Retention Consulting

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## Organization Retention Questionnaire

Use the following questionnaire to understand the capacity of your company to keep its employees engaged. Engagement is directly related to performance and retention. The following questions are good indicators of your organization's commitment to retention. Place a check next to **each correct statement** about your company.

- My company is highly regarded by job seekers and employees are proudly associated with the company.
- We have an employee-centric culture that values both employees and customers.
- Our employees have many opportunities to understand the role their job plays in the organization and how it contributes to the bottom line of the company.
- We provide our employees with opportunities for growth and development.
- We provide a comfortable, safe work environment and have a good reputation in the community.
- Leadership is accessible, shares the organizational vision and direction.
- We care for the well-being of our people by making their lives easier and less stressed.
- We know how much it costs to replace every employee who resigns or needs to be replaced.
- We know the reasons for these departures and the difference between an avoidable and an unavoidable departure.
- We understand why employees stay or leave our company and what keeps them engaged.
- The rate of turnover in our company is lower than the industry average.
- We spend more time and money on our retention program than on recruitment.
- Our salaries and bonuses are linked to performance or the development of competences.
- Our managers are trained to select, identify, guide, coach, reward and retain their people.
- Our managers know their job forecast and professional development plan for the next two years.
- Our employees are aware that they are an 'asset' in which we will invest and not a 'cost' to be reduced.
- We use a job satisfaction or engagement survey to understand the requirements of our employees.
- We know the talents of our employees and utilize them regularly.
- Our company does what is needed to retain our valuable employees.
- We regularly measure the effect of our retention strategy.

### How many did you check?

**Under 5/20:** Your organization is regularly in the job market and finding it increasingly difficult to attract staff. This indicates you have not made retention a priority. You may be under the mistaken impression that just a job and pay are enough to retain talent. Obviously, that isn't the case. If it were, you wouldn't be regularly replacing staff.

**Between 5 and 10:** The retention practices of your company are still focused on financial rewards and group activities. Retention is about individual needs, performance and relationship building. It is not "one size fits all".

**Between 10 and 15:** You are aware of the employee satisfaction / customer satisfaction connection. Retention is a priority in your organization and you're working to create an environment that facilitates sharing, learning and growth. You're headed in the right direction.

**Between 15 and 20:** You are an employer of choice and everybody should know it.