

HR Matters: Stay Tools

[Music plays]

Narrator 1: [Music] Hi, I'm Wanda Workforce. Today's conversation is about staff retention and the advantages of implementing stay tools in your program.

The Society for Human Resource Management tells us, instead of waiting to ask departing employees about their reasons for leaving, the stay interview proactively explores what makes employees likely to stay or leave. This approach provides valuable retention information to leadership and HR.

Narrator 2: Gallup offers the 12 engagement elements, which have been continually reviewed over the past 20 years for accuracy. They found repeated themes, which support employees in achieving high productivity. These include clear role expectations, the ability to do what they do best, communication about their organization's mission and purpose, professional and individual learning, as well as development opportunities.

Gallup has grouped the 12 engagement elements into 4 categories: basic needs, individual, teamwork, and growth. Consider these 12 engagement elements when developing or revising your stay tools. It can be a great starting point to build staff engagement.

Now some key factors to consider when developing a uniquely designed stay tool for your program are:

- Purpose and objectives: Determine what specific insights or information you wish to gather from employees.
- Confidentiality: Assure the employees their responses will be kept confidential and anonymous.
- Benchmarking for continuous improvement: Conduct stay surveys or interviews with a frequency that allows you to track changes and possibly conduct a trends analysis.

Narrator 1: That's right! The last key factor to consider when designing a tool is actionable insights. Ask yourself, what actions might this create to ensure staff retention?

[Music plays]

Narrator 1: Bet you thought of some! Please take actionable insights into consideration as you develop or revise your stay tools.

Ultimately, when employees feel their needs are met, they become happier, perform better, and are more likely to stay longer at your organizations.

See you next time on HR Matters!

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