

## Tips to Retain Talent

- Work-life balance
- Guided performance improvement
- Career progression
- Open Communication

### Work-life balance

Especially since the beginning of the COVID-19 pandemic, and the rise of remote working, a work-life balance has become central to an employee's happiness.

In fact, a 2022 survey by Kellogg's and Indeed has found that 93% of people say they would like to work for an employer who supports and encourages a greater work-life balance. A healthy work-life balance makes an employee happier, more engaged, more motivated and definitely more productive. All employers that have the means to should offer flexible working to all employees.

Employees should be encouraged to use annual leave. That all contributes to increased retention.

### Guided performance improvement

A significant piece of the puzzle when it comes to keeping employees is creating a culture where workers consistently look for and apply new knowledge, skills and abilities to further develop their competency for the job.

Identify and embrace talent within your company and work towards making your current employees into future leaders through supportive, useful and calm guidance. It's important that employees know it is perfectly normal to make mistakes and to learn from them to better themselves for next time.

Employees don't want to be over-managed but helpful instructions can nourish employees and make them satisfied with their job.

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Providing obtainable goals, which are complemented by rewards, are another way to pour petrol on effort and motivation. They all serve to improve overall communication.

### Career progression

Employees who are promoted internally are 3.5 times more engaged than employees who stay in a role without seeking promotion or redeployment, according to LinkedIn. On top of that, LinkedIn also states that personnel at companies with high internal promotion stay double the length of time as those in companies with low internal promotion.

Their study also asserts that employees who become disillusioned with their current employer and don't believe they can grow their career with them are 12 times more likely to consider leaving. Hence, it is your company's responsibility to highlight and promote internal opportunities to new and current employees.

### Open communication

It's crucial that an employer accommodates open communication within the workplace to allow employees flourish.

They should know that expressing themselves is welcome and helpful to the business. When you produce this secure and comfortable environment, you are easily able to grasp what areas a worker is struggling in, and hence how you can help them improve on that. It fashions teamwork which improves the employer-employee relationship. It generates trust, which is critical for a successful partnership.

As well as that, it gives the employees the opportunity to contribute to decision-making which is another sizeable desire for job hunters. Open communication also promotes feedback, support and learning.