

Come Together, Leave Connected

Engagement & Retention

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Why people enjoy their work?



Motivation & Retention

- Basics of motivation
- Loyalty beyond pay compensation
- Why people leave positions / organization



Retention

Rated by employers as highly effective retention tools:

Tangible

- Higher pay - 72%

Intangible

- Flexible hours - 72%
- Dynamic business culture - 62%
- Appealing workspace - 50%
- Job independence - 48%
- Career-development tools - 48%
- Convenient location - 39%
- More vacation time - 37%



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Retention through Engagement

Gallup Q12 Survey

Companies on the top quartile on engagement



GALLUP

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Languages of appreciation

1. Words of affirmation
2. Quality time
3. Acts of service
4. Tangible gifts
5. Physical touch



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Turnover



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