

# Going, Going, Gone! How Can You Avoid Losing Your Best Workers?



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You've hired a strong workforce, now it's time to make sure you do everything you can to retain them. Employee retention is important to staying on track with building success and momentum. Plus, companies spend thousands of dollars during the hiring and on-boarding processes.

## **How to Retain Employees**

The key to retention is to make your employees feel valuable and happy. While that might seem vague at first, there are some easy practices to implement that will help with employee retention.

## **How to Keep Your Employees Happy & Satisfied**

This handful of retention practices will help your employees feel valuable, happy with their work environment and future. Ultimately, if your employees feel valuable, they are more enthusiastic about their job and perform better in their work. Consider adding these practices and policies if you want to keep your employees:

### **Competitive pay and benefits.**

Be sure you are keeping up with or surpassing the competitive pay rates and benefits packages. Look at healthcare, RRSP, vacation/sick days and other benefits, like flextime, to help your employees achieve work-life balance.

### **Provide simple office perks.**

Consider initiating a monthly potluck lunch, or look into a small budget for healthy office snacks or bottled drinks.

### **Foster employee development.**

Provide access to online lectures or passes to a professional workshop. You can also consider the possibility of getting a group discount on continuing education classes. The more you invest in your employees, the more valuable they feel.

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## **Promote from within whenever possible.**

Not only is this more cost-effective for you, it also builds morale and increases the likelihood of your employees wanting to build their future with the company.

## **Keep communication open, honest and reciprocated.**

Make sure your workers understand you want them to be happy to work at your company. Listen to their concerns and feedback while providing constructive and clear directions when needed. Employees feel comfortable and more trusting when they know transparent communication is encouraged.

## **Find Candidates You Want to Retain**

If you are looking to build retention, or are ready to grow your team (and then keep them on), [Contact Staff Depot](#) today.