

Employee Retention – Questions Every Leader Should Ask

Questions to Ask	Do We Handle This Area of our Business Well?		Do I have a Key Person I Should Focus on?	
	YES	NO	YES	NO
1. Do our employees feel connected to the purpose of why our company exists?				
2. Do key employees feel like they are learning and progressing in their careers?				
3. Do employees get effective updates related to how our company is performing?				
4. Do our virtual workers feel connected to our overall company team?				
5. Would employees say that we do a good job of addressing poor performers across our organization and maintaining a good standard of not tolerating it?				
6. Do employees see us holding people/teams consistently accountable?				
7. Do our employees (onsite and virtual) feel they can bring forth suggestions/ideas?				
8. Does our leadership team do a good job of monitoring our employee attrition both at the overall company level AND the department/function specific level?				
9. Is our employee comp & benefits strategy still competitive in this market?				
10. Do we evaluate employee attrition data to learn from it? (i.e.: Attrition by years of service. Attrition of our 1 st year employees. Attrition by each department?)				