

Progressions Inc.

Sales Training & Consulting



Why Employees Stay

Why Employees Stay In a Job

(In order of importance) Source Harvard Business School Review

1. **Good Relationship with Co-Workers.** That's right we spend more time at work then we do with our loved ones so our relationships are very important. In essence our work team becomes a second family and one that we ideally look forward to exchanging ideas, laughs and even sorrows everyday.
2. **Job Security.** The economy is tough we all know it. Unemployment is high, we all know it. Even having a job in this day and age is something to be tremendously grateful for. Job security helps you sleep at night.
3. **Desirable Commute.** More and more people are focusing on the quality of their lives and therefore the time spent commuting to work each day is seen as a negative. A desirable commute could very well attract a high potential candidate to your company.
4. **Desirable Working Hours.** Again the balance of life and simple enjoyment of one's everyday is a key factor in why people stay on the job.
5. **Work/Life Balance.** The trend is moving towards work/life balance. As our baby boomers get closer and closer to retirement they realize the value of time... precious time.
6. **Sufficient Mental Stimulation and Challenges.** To be challenged is fun. It gets a person fired up and excited about go
7. **Attractive Benefits.** The cost of medical and other insurances are extremely high. Benefits are an attractive draw towards any company.
8. **Good Relationship with Manager(s).** We work more for our boss then we do for the name on the door. A relationship that is based on trust and mutual respect with our supervisor is a key element in job satisfaction.
9. **Attractive Compensation.** Yes these are in order of importance. Compensation is number 9 of 10. It is important but it is not the only reason someone selects or stays in a job.
10. **Adequate Recognition and Appreciation.** We all like to be recognized and appreciated for a job well done. This becomes a part of a healthy culture in a company and is a key contributor towards retention and satisfaction.

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