



PT WORK Force™

Prevent Employee Turnover

Research shows employees are less engaged as their tenure increases. When first starting a new job, employees are eager to learn and excited about the new opportunities that lie ahead.

As they start to feel comfortable in their role, their engagement tends to fade. Dan Hoppen from [Quantum Workplace](#) has some ways managers can overcome the downward trend in employee engagement. In a [recent article](#) he offers up some ideas for keeping engagement alive after the initial honeymoon.

Here are a few ideas:

- Find ways to keep challenging your employees and allowing them to grow
- Provide learning opportunities to your employees through conferences, on-line courses and webinars. Encourage your employees to keep learning – one way is to cross-train them for other positions in the company.
- Make sure you have one-on-one meetings with your employees and keep them fresh –discuss **their** development and find out **what motivates them**. Use this information to tailor ways to keep them involved.

Action Step:

Sit down with your employees and learn about their goals and motivations. Keep a log of these for each employee and use to develop individualized plans to keep each employee engaged.

