

Concerned about Too Many of Your Staff Leaving? There could be several reasons why...

Leaving your job is the single biggest career move you'll ever make. Not only are you freeing yourself from a job or a workplace culture that makes you unhappy, you're also opening yourself up to a myriad of professional possibilities.

However, it's also a big risk. Regardless of how far up the career ladder you find yourself, finding a comparable or more senior position can be a challenge. As such, it's extremely rare that a professional will make the decision to move based on a singular event.

It's far more likely that several consistent complaints will factor into the decision over a longer period – until they eventually cause an impasse. But what are the key factors that encourage people to hand in their resignations?

The boss

The single most significant reason why people had in their resignation is that they simply can't find a way to have a productive working relationship with their boss. This could be due to micromanagement, unreasonable expectations or even a complete lack of leadership, but it demonstrates the delicate relationship between a manager and their staff. Manager – pay attention – retaining top staff comes down to you.

Lack of challenge

When starting a new job, you're generally overwhelmed by the information handed to you, but invigorated by the concept of embarking on an exciting new journey. As you learn and become a notable expert in your field, it can be natural to feel like you're unfulfilled by your daily routine. Whilst some may move to rise above their position and take on more responsibility if that option isn't there – they're likely to seek it out elsewhere.

Relationship with co-workers

We spend the majority of our waking hours Monday to Friday in the office. This means that the people you interact with most are your colleagues. The combination of sustained contact, plus the need to work together to achieve corporate goals makes a recipe for anguish if you don't see eye to eye. Sometimes, the only solution to this is a change of company and a fresh start.

Financial stability

No, this isn't about employee wages – it's about the financial stability of a company as a whole. Regardless of what has been discussed at townhalls, leaders must accept that employees have a far greater understanding of the company's financial success than they may believe. If employees are aware that the company is on the rocks, they'll jump ship as soon as possible.

Corporate culture

Ultimately, the environment you work in and the culture that your company promotes can either make a bad job sustainable, or a good job unsustainable. Whilst worker wellness is taking a high priority in many progressive companies, employee burnout is still a growing concern. Employers should be ensuring that the work-life balance of their teams is enforced, and that mental wellbeing is considered, or risk losing their top performers.

Ref: Tim Cook, Executive Grapevine News, 24 MAY 2019