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## DID YOU KNOW??

Many companies are experiencing difficulty in finding talented employees in this time of low unemployment. At Reitman we encourage our clients to do everything possible to hire and retain their best employees. The following may help us understand why good people leave an organization.

### MISTAKES MANAGERS MAKE THAT CAUSE GOOD PEOPLE TO LEAVE:

#### 1. They sometimes overwork their employees and are not tuned in to how it affects them.

Managers often make the mistake of forcing the lion's share of the work onto their best people. Not only does this make your employees feel as though they're being punished for their hard work, but it burns out the most talented members of your team.

If you need a member of your team to take on a larger workload or put in more hours, it's only fair to compensate them with a raise, promotion, title change or all three. Talented employees are usually willing to take on a more demanding workload, but you'll lose them if they feel they're being overworked and not fairly compensated or appreciated.



In addition, a pat on the back and telling the employee you appreciate a job well done will increase that employees desire to push themselves even harder.

#### 2. They don't honor their commitments.

One of the biggest mistakes a manager can make – both in business and in life – is not keeping your word. With each commitment you uphold to your employees, you become more trustworthy and dependable in their eyes. If you fail to keep your promises, however, your employees may come to see you as uncaring.

And since you don't honor the promises you've made, why should they feel any sense of loyalty to you?



#### 3. They fail to develop employee skills.

Keeping employees happy is one of the best ways a company can ensure success – both for the employee and the company. As a manager, a large part of keeping employees happy is striking the right balance of professionalism and empathy. Great bosses celebrate their employees'

successes, challenge them to learn and grow, and acknowledge and empathize when they're going through a rough time. One of the best ways to show you care is by empowering your employees to constantly expand their skills and push themselves to work beyond their comfort zones.

#### **4. They sometimes hire and promote the wrong people.**

Good, hard-working employees want to work with like-minded individuals. When managers don't put the time and effort into hiring good people to join the team – or even worse, when they promote the wrong people – it can be a huge slap in the face. It's the same with new managers joining the company.

If you wish to discuss this topic further please contact [anthony@reitmanpersonnel.com](mailto:anthony@reitmanpersonnel.com) or call 203-488-6944.