

Volume 1**What I am hearing**

Your best people are more likely to be worried about their job than they were four years ago. Your worst performers are actually feeling safer. In a recently published survey by HR Solutions, they found that 14% of actively engaged employees (your best / people you consider as high potentials/high performers) are worried about job loss, more than double what it was 4 years ago. They also found that only 21% of actively disengaged employees (non-performers / those who do just enough or cleverly hide in the pack) are worried about their job vs 41% four years ago.

What it means

The impact of layoffs, budget cutting, and the constant efficiency improving slogans like "do more with less" have had an impact on both high performers and non-performers. In talking with workers and executives alike, I often hear both using the words "grateful to have a job." Individuals are glad to be employed. Given the challenges with this economy, it is comforting to think that retention is a non-issue.

What these numbers indicate is that your best people, the people you depend on for the new products, new customers, new ideas ...are unsettled. Not all of them, but 14% of them. The question for you - Can you afford to lose any of your best people? Your best people likely have other choices for employment today, and as the economy improves they will have even more choices.

What you should do

Here is an exercise to do at your next executive team meeting. It will take 20 minutes.

- Have each person list the people that are the highest performers on their team.
- Next, for each person on the list, answer the following two questions:
 - 1) Have you given this individual any sort of praise in the last 7 days? (Yes or No)
 - 2) Have you sat down, one on one, and talked with them about their performance and what they need in the last 60 days? (Yes or No)
- Have each person share the list of names with the group. Then, as a group, talk about what can be done to make sure these people know their value to the organization and are excited about what they are doing.

Uncertain as to the ability or comfort level of your team to have these conversations with their people? Uncertain about what to do next? **I know what to do!** Contact me.

scott@thetrugroup.com