

\$630
BILLION

Overall cost of
employee turnover
in the U.S.



33%

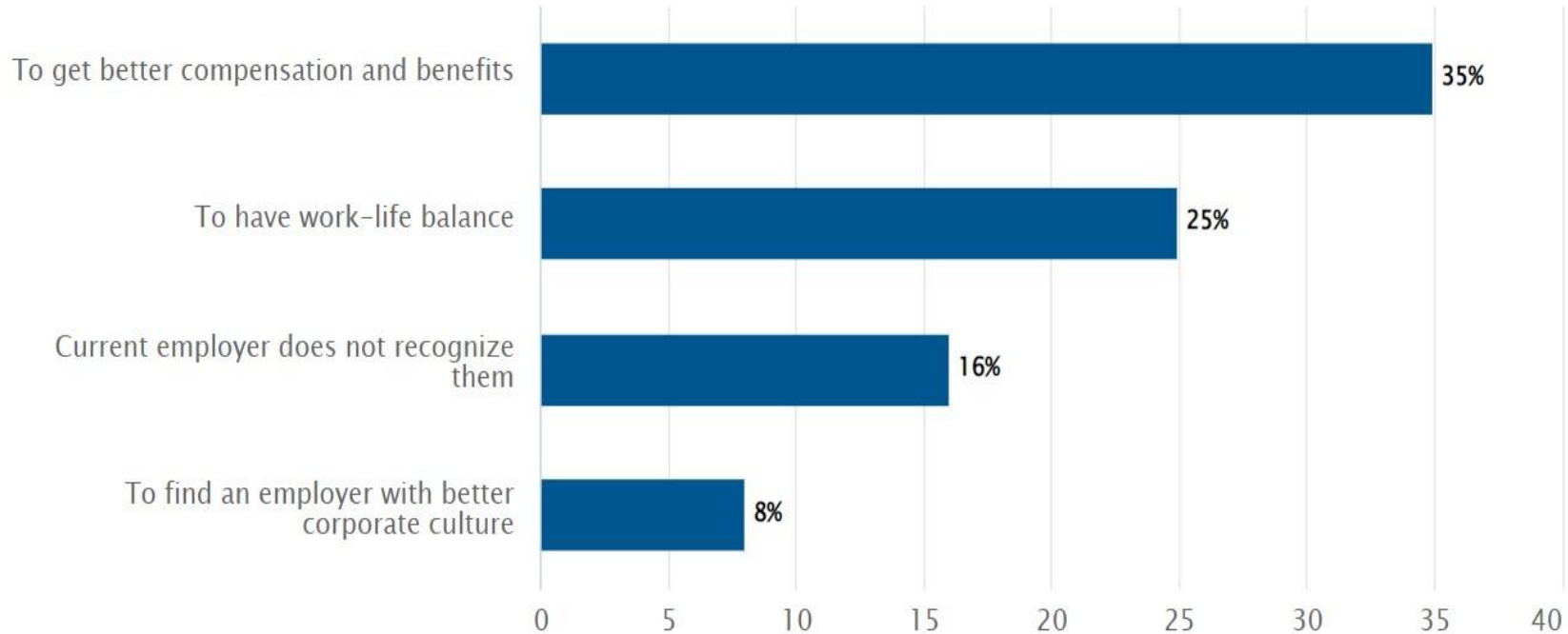
of an employee's
annual salary

The cost of replacing
an employee who
resigned



Source: Work Institute, 2020; Emplify, 2020

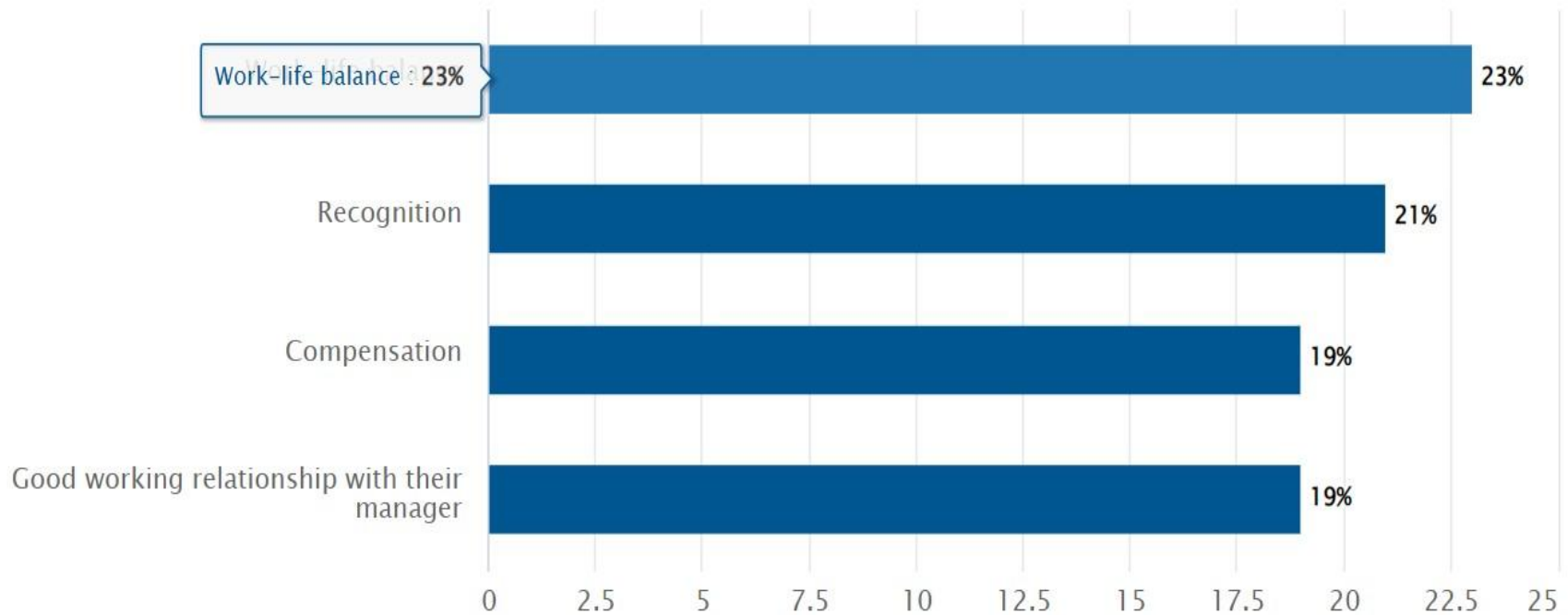
Why Americans Quit Their Jobs



Source: Achievers Workforce Institute, 2021

Designed by  FinancesOnline

Why Employees Stay With Their Company



Source: Achievers Workforce Institute, 2021

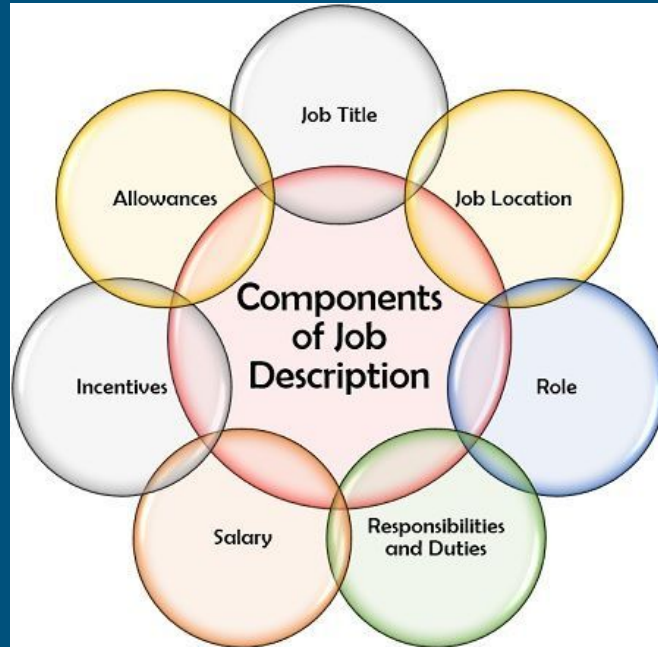
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Interview Greatest Hits



Employee Retention Starts with Hiring

Have an honest Job Description



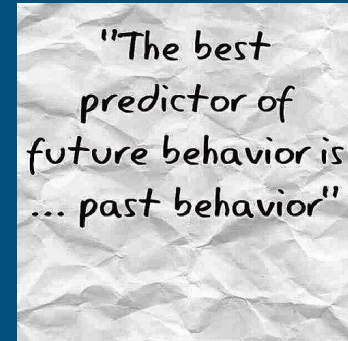
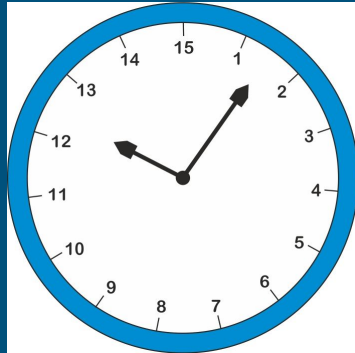
1 in 3 employees who left a job within the first six months left because it was not the job they thought they were getting.

Be Intentional In Hiring Process

Offer less employees more hours

Look for someone who “plays well with others”

Past Behavior determines future behavior



Examples of Behavior Based Interview Questions

Can you give me an example of a difficult problem you solved at work? How did you go about reaching a solution?

Tell me about a time when you made a mistake. How did you handle this experience?

Please share a time when you faced an unexpected challenge. How did you overcome this challenge?

Tell me about a time when you experienced conflict at work. How did you overcome it?

You are leaving for your shift and your car has a flat tire. What are three other ways you can get to work?

A man with a beard and glasses is holding a white sign with handwritten text. He is looking slightly to the right of the camera with a neutral expression. The sign is held in his right hand, which has a blue wristband. The background is a plain, light-colored wall.

WOULDN'T
YOU LIKE
I KNOW

The Importance of Onboarding

The process of hiring a new employee doesn't end when the offer is accepted. A key part of onboarding new team members is training. Having a good training process in place is crucial for making the new hire feel comfortable at your company – it's also a great opportunity to communicate your business' culture, encourage good habits and ensure alignment on long-term goals and strategies from the beginning of the relationship.

7 Tips for Training New Employees

1. Start slow and be flexible.
2. Provide electronic documents to review.
3. Check in more often than you think you should.
4. Designate a “buddy” and involve peers.
5. Don't forget to train on company values, vision, and goals.
6. Give new hires a task.
7. Gather feedback.



1 in 3

Workers that left
their job because
they feel their employer
did not care about
them

Source: Limeade, 2020



This Location is
Temporarily Closed
due to labor shortage.
We are in the process of
restaffing to return to
normal operations and
would like to apologize for
the inconvenience.
Thank you for your patience.

There IS no labor
shortage!!! 😊

The owners of this establishment treated their employees like dogs, never once helping us out—they don't even live in Florida. All employees (including management) were students and did a great job keeping the store running with no help from the owners. The past few months of crappy business have been the result of lazy, careless ownership.

Dear Jamie,
Since you decided
to say "Cancer
is not an excuse"
and think its ok to
SWEAR at your employees
like you do ALL the
time... **WE QUIT**
* **THIS** IS why you
can't keep a store
manager longer than
a year. **YOU ABUSE**
Your roll And Staff
Enjoy the fact that
you lost a store
manager, co-manager,
and Key holder in the
middle of Back to
School. **THINK** next time
you treat people the way
you do.
**We Aren't Allowing
It ANYMORE**
NIKI, JESS, TJ

Anne M. Obaraski

Great employees are not born, they are developed in a business atmosphere where training is stressed, individuality is encouraged, and personalities are respected. Word travels about the work environment in all sizes of stores. The key to recruiting quality employees is promoting and possessing a positive work environment no matter how large or small you are.