



**What makes our
colleagues stay?**

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It all starts with a great conversation.... whether you are finding out how to best support **Development, Wellbeing or Career**, why not start by exploring what a colleague enjoys about their current role & what motivates them.

Finding out what makes our colleagues stay with us will help you to offer the right support & help your colleague perform at their best

So be curious...these useful starter questions can help you discover more about what motivates your colleague.

What do you enjoy most about your job?

What parts are most challenging?

What would you like to be doing more/less of?

What makes you stay?

Explore type of work, responsibilities, environment, location, relationships, work/life balance

What motivates you?

When was the last time you thought about leaving, and what prompted that?

Think about a time you felt anxious or frustrated at work, what happened, what was the affect?

For new starters – what made you leave your previous role?

What can I be doing differently?

If I could remove one barrier that would make you happier at work, what would it be?

DISCOVER... THEN DO...

Start with curiosity, have a great conversation to find out what makes your colleagues stay – then consider what **you** can do differently to support your colleagues' goals.

So, ask yourself...



1 What new activities could they get involved in?



2 Is there community activity that they would be excited to be part of?



3 How can you continue to give great feedback: praising a job done well & giving the chance to build for the future?



4 How could you create a personal development plan to help them towards their goals – what training, development, experience or shadowing might get them doing more of what they love?



5 How could you stretch them into new activities or responsibilities?



6 How could you help them to broaden their network and support?



7 Could you offer a flexible approach to working, or support work/life balance goals?



8 How could you best recognise their achievements and reward great performance?



9 Is there anything you could be doing differently as a manager to get the best from them?



10 How can you ensure they know their place in the bigger picture & ensure they feel like they are making a difference?