

## Ending the Revolving Door Syndrome Part 1

Does this sound familiar?

- "Our good employees are leaving the company as quickly as we train them."
- "We're stressed out from being understaffed."
- "We're losing too many people."

What can companies do to keep good people? Let's get started with the first 2 of 5 ideas:

### 1. Make people feel included

Do you hear your coworkers saying, "Our leaders are always in meetings and inaccessible. They don't include us in decisions that affect us and our customers/members."

Solicit coworkers for their ideas on improving the work environment, inter-departmental relations, and procedures. Report your findings ... and watch how the changes can affect morale!

### 2. Use both constructive feedback and positive reinforcement

I've learned from research that good people are ridiculed just because they have constructive ideas on how to improve their department or company.

People need to give both positive recognition and constructive feedback to get good results. Good morale is built when people are told they're doing a good job ... and what they can do to do even better. Try writing a note a week to a coworker - especially when someone took risks, calmed an irate customer, or attended a workshop.

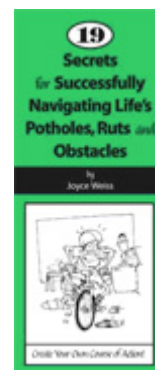
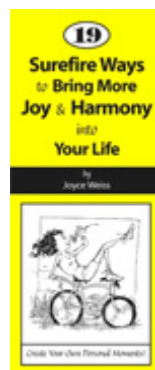
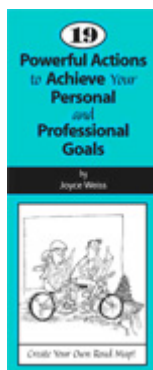
*Watch your email for the rest of the ways to stop that revolving door!*

Joyce Weiss, author of *Full Speed Ahead* and *Take the Ride of Your Life!*, is a world renowned certified speaker professional, executive coach, and facilitator on employee performance and group dynamics. She's motivated more than 50,000 people in over 500 businesses, captivated countless listeners on radio talk shows, and written for hundreds of publications.

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