

Ending the Revolving Door Syndrome – Part 2

The last article went over these steps:

1. Make people feel included

2. Use both constructive feedback and positive reinforcement

Let's continue with:

3. Make the environment as productive as possible

- Partner new employees with veteran staff members so they can learn from each other. This stops the we vs. they syndrome.
- Find the team's greatest assets and weakest links. Ask what team members need from each other and other departments in order to be successful. Then watch the team soar!
- Learn a technique called Be Direct with Respect®. It encourages people to tell others what they need to hear, not necessarily what they want to hear. Be Direct with Respect® is done in a positive manner to build rapport and relationships.
- Create a 'boost the morale' committee. Hold theme days, hold a talent contest, pipe in music, but most of all ... FIRST find out what the department members consider fun!

4. Food works

The diversity of the workforce has introduced us to a variety of customs and delicious food, which encourages people to learn about each other. Take a coworker out to lunch when he does something special ... and of course, everyone always appreciates birthday cake.

5. Awards make people feel great

Suggest giving awards for perfect attendance, the best attitude, the employee who grew professionally, the safest department, the most enthusiastic team, the most organized department/desk, or even the person who brings in the best snacks. These small gestures help people feel special and invested in their place of work.

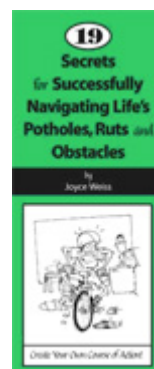
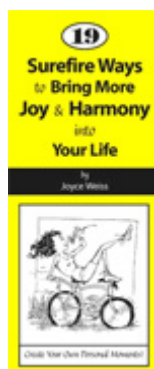
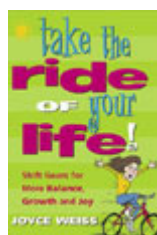
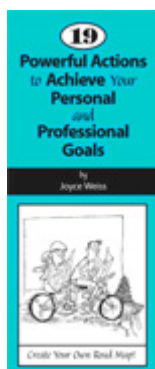
Conclusion

Companies must motivate employees or fall behind in the marketplace ... so join my clients in stopping your revolving door today!

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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