

Three Tips for Avoiding The Great Resignation



It's being called The Great Resignation. Post-pandemic, employees are stepping back and taking stock. Many are finding it's time for a change. Some are simply quitting their jobs and searching for whatever's next. Others are finding and jumping to new opportunities.

In the face of this unexpected trend, employers also are taking a step back and taking stock. They're exploring how they can adjust to keep good workers.

Here's what they're finding out.



It's Time to Talk to. Not at.

After a year of remote work, the future of the typical business is up in the air. This uncertainty is weighing on everyone. Employers and workers are debating the benefits of being together again every day versus staying fully or partly remote.

There are advantages to all of the approaches, and it's up to you to decide which is the ideal option for your company. Just remember you're not alone. Employees need to be heard. This is the time for exploring workers' feelings, for gathering input, for listening.

So, don't talk at them. Talk to them.

There's No Better Time for a Vacation

Wise employers see this moment for what it is: a time of mental, physical, and emotional exhaustion. Everyone's overwhelmed and stressed out. The evidence is all around us, in tension on the job—yes, even on video conference calls—and at home. So, it's no coincidence that people want to quit. They've had it.

Tell your people to get away. Give them some downtime. Whether collectively or in small groups at a time, open up your vacation policy and let everyone breathe. Urge them to go someplace (safely) for a while and recharge.



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Yes, it is About Money

Whether it's restaurants failing to attract kitchen help and servers or office managers searching for entry level workers, the lack of qualified candidates is only making The Great Resignation worse.

In part, that's because salary expectations have changed, particularly among service workers who have spent the pandemic dealing with stop-and-start quarantines, unruly customers, and shifting protocols and mandates. A boost in the minimum wage for government contractors, set to go into effect in 2022 has only heightened expectations.

It's time to look at your salary structure. Make sure you're paying a wage that fits this market. Then make sure your current employees are receiving it.¹

The experts at EG Workforce Solutions are ready to share more ideas, feedback, and support on The Great Resignation.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

¹<https://www.inc.com/suzanne-lucas/how-to-avoid-the-great-resignation-at-your-company.html>



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