Why Your Employees Are Going to Leave You

You've spent a lot of time hiring, coaching, training and mentoring your team, everything is running well, but you still fear that they are going to leave you at some point? It plays on your mind every now and again, and you dread the day that one of them come into you and actually resign.

Bonus time is the worst for this feeling of anxiety. Why? Because resignations spike immediately after bonuses are paid. You are constantly wondering, who will leave once they've collected their bonus? Where will this leave us vulnerable? How can we be pro-active about this?

In all the articles I have read on this subject, I would say you can categorise "why employees are going to leave you" into four key reasons.

The Key Four Reasons employees are going to leave you are:

Company, Colleagues, Challenges, Changes.

Company

I would argue with the old phrase "People leave bosses not companies." People DO leave companies too. Company culture is seriously overlooked in the hiring process. People leave companies for many reasons, culture is one, lack of benefits, poor salary, overworked, and lack of work / life balance are other major reasons people will leave you.

Colleagues

We spend a lot of our waking hours in work, so it's really important we actually enjoy the company, but also the company we keep at work! Relationships matter. People need to feel part of the community, they need to have strong relationships with colleagues but also their leader.

Challenges

Most people need to feel a sense of achievement, that they are making a difference or making a strong impact in their role. If they feel bored, underworked, or unchallenged they will jump ship. People need to feel that they are using their skills and abilities to help, and not being confined or restricted, they need to feel that they are growing and developing. People who no longer feel challenged, no longer enjoy their role, are the employees that are going to leave you.

Changes

People will leave for situations totally outside of your control. Something changes in them or in their life that creates change that requires them to leave. They move away, they've decided the commute is too much, they need to look after family members or they want to go travelling. Somethings you simply cannot control.

Paychex conducted a [survey](#) in August 2016, with employees from a variety of sectors. They

found that the top 5 reasons people left a company were:

Low Salary

Overworked

Employers didn't care about employees

Employee no longer enjoyed their work

Employee moved

So, what can you do to help retain employees?

Firstly, you can only improve what you track. Track employee retention and the reasons people are leaving. Start at the beginning; hire the right people. Hire people for cultural fit first and skills & ability second, and give them a strong induction into the company.