

# Why Employees are Resigning and How to Keep Them

Post-pandemic, employees are resigning in record numbers, with employers struggling to retain top talent. We launched a public Exchange to find out why, and discovered employees and leadership aren't seeing eye-to-eye.

With the global increase in resignations post pandemic, what do you need to stay in your organization right now?



## Where Employees and Senior Leadership Agree



“Flexibility in when I work and where I work. Complete remote work showed productivity doesn’t drop, so flexibility should be the rule rather than the exception.”

Frontline

Mid-Level

Senior

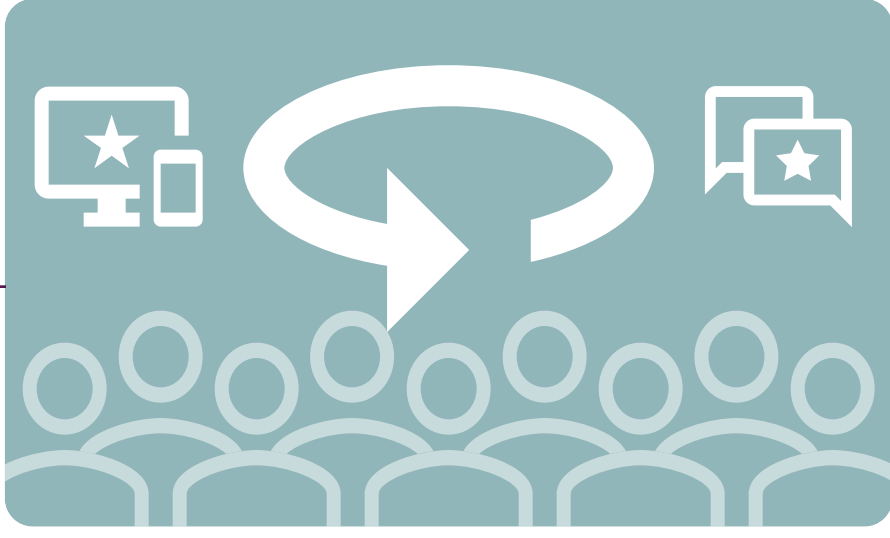
### Flexible Location/Hours

Hybrid remote work and employee-driven schedules will maximize productivity and improve work-life balance.

## Where Employees and Senior Leadership Disagree



Employees want policies that support them individually and recognize their contributions.



Executives are focused on policies that address the “big picture” workplace and strategic direction.



### Appreciation

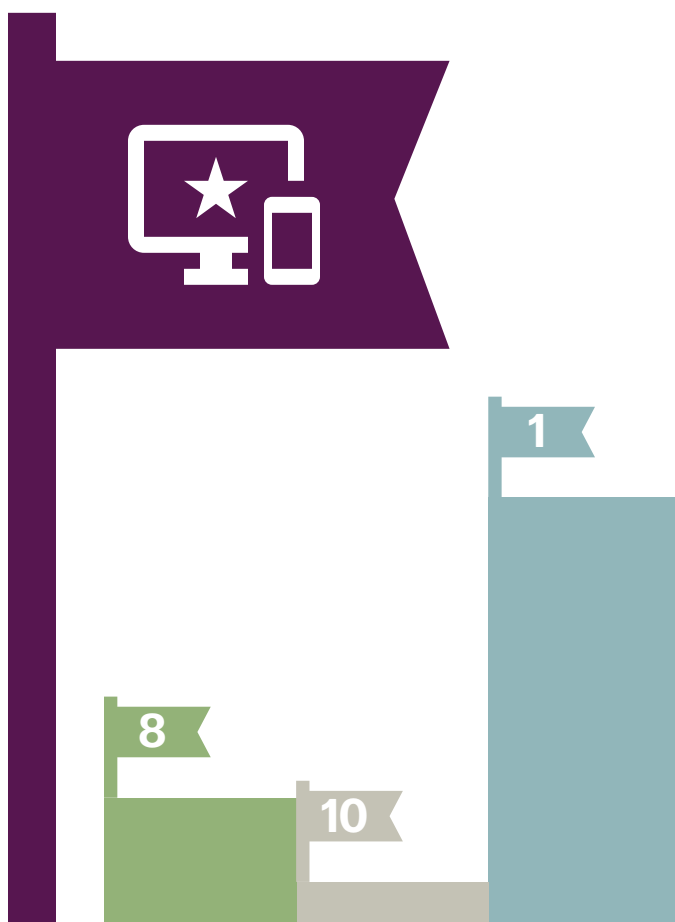
Mid-level employees need more recognition and appreciation for their work.

“I need a show of appreciation for my contributions. Expectations are high for our team and when we give it 110% we just end up raising their level of expectations. Do more! Do more!”

Frontline

Mid-Level

Senior



### Technology

Senior Leadership is prioritizing technology that better supports a hybrid remote workforce.

“Adequate technology to accommodate a hybrid workforce, so remote employees are not second class to in-office workers.”

Frontline

Mid-Level

Senior



### Compensation

Frontline employees need fair and equal compensation.

“Recognition in the form of feedback and income that is aligned with my years of experience and contributions. If no one pays attention to the work I’m contributing, then it doesn’t matter.”

Frontline

Mid-Level

Senior



### Communication

Senior Leadership is concerned about better organizational communication.

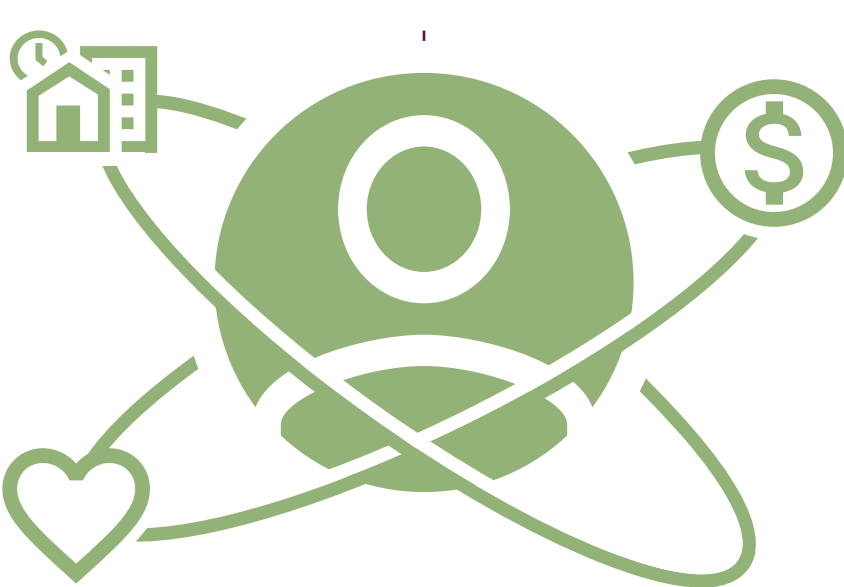
“Clearer communication from managers. Being in a remote situation, the communication needs to be more intentional. Right now I am inundated with many emails, meetings and not clear comms.”

Frontline

Mid-Level

Senior

## So what do your employees need to stay?



Above all, flexibility in where and when they work. Compensation that’s equitable and competitive. Consideration of their individual circumstances. Leadership that respects their contributions and listens to their ideas.

Sources: <https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work>

Contact us to find out how ThoughtExchange can support scaled discussions at your organization.

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