

EMPLOYEE RETENTION SCORECARD



Retaining employees is critical for any business and falling short on retention can be devastating to your bottom line. It costs nearly 20 percent of an annual salary to replace an employee, so implementing practice retention strategies is key to maintain your workforce. Answer the questions below to determine if your organization has a high turnover risk.

INSTRUCTIONS: Begin by answering the questions below. Each response will be given a numerical value depending on the answer. After completing the questions, total your score using the scale at the bottom of the page.

YES = 0 points

NO = 2 points

UNSURE = 2 points

QUESTION	YES	NO	UNSURE	SCORE
1. Have you reviewed employee salaries within the last three years?				
2. Do you coach employees focusing on career growth and professional development?				
3. Have you compared your health insurance against similar companies in your industry?				
4. Have you compared your paid time off benefits against similar companies in your industry?				
5. Do you routinely meet with employees to ensure they feel comfortable and included in the workplace environment?				
6. Do you track top employee performers ?				
7. Have you surveyed employees to gauge workplace satisfaction within the past year?				
8. Do you offer employee incentives beyond health benefits to employees?				
9. Have you implemented employee engagement strategies to curb turnover proactively?				
10. Do you regularly conduct exit interviews with employees who voluntarily leave the organization?				
TOTAL SCORE:				

LOW RISK: 0-6 points

Contact Helpside People Strategy to confirm your risk level.

MODERATE RISK: 7-13 points

Contact Helpside People Strategy today to lower your risk level.

HIGH RISK: 14-20 points

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