



## “THE GREAT RESIGNATION”

**News reports have frequently mentioned “The Great Resignation” over the past 2 years! Many employees quit their jobs. What can supervisors or managers do to help curb the loss of good workers?**

When the Covid crisis subsided enough for employees to return to work, millions had moved on. Employees came to expect what was popularized as ‘attractive remote jobs.’ Government programs further discouraged the return to work. Employers needed employees more than employees needed employers.” Gallup research pinpoints the supervisor’s key role in keeping good folks...

- By mid-year 2021, 48% of U.S. employees were job searching and...

Statistics show it takes more than a 20% pay raise to lure employees away from a skilled, engaging manager. By contrast, disengaged workers readily jumped for new jobs.

- A “Wellbeing-Engagement Paradox: Usually higher engagement means higher well-being. Covid numbers show highly engaged remote workers were more stressed! Factors? Isolation from work mentors & peers & home/family distractions The solution? Frequent check-ins with managers who listen well and notice burnout.
- Gen Z and millennials (45+% of the work force) were more adversely affected by COVID-19 than older generations. Well-being is their top-ranked issue. Supervisors be aware!

- A four-day workweek increases well-being ratings -- but has a negative engagement rating. So when it comes to overall well-being, the quality (respect, relationships) of the work experience has 2.5 to 3 times the impact of the short work week.
- Employers must create a ‘value’ to being at work. Flexibility is the norm. Leaders need to reimagine and redefine the workplace as high-impact experience of belonging. Perceive burnout, practice positive engagement, coach and be coached, the EAP may help retain that highly productive person!

[www.gallup.com/workplace/358346/gallup-workplace-insights-learned-2021.aspx](http://www.gallup.com/workplace/358346/gallup-workplace-insights-learned-2021.aspx)

### Leadership Orientation Training - Session B

Thursday, June 29, 2023  
8:30 am – 11:00 am (Virtual)

#### CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing ([info@connectionseap.com](mailto:info@connectionseap.com)) for more information or register online:

[www.connectionseap.com](http://www.connectionseap.com)

### ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: “Leadership Orientation to the EAP”, is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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