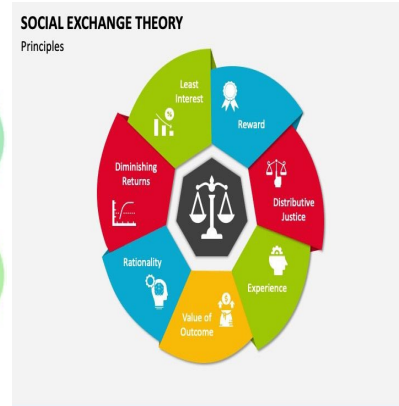


# My Retention Plan

What Theory will you use as the foundation for your plan?

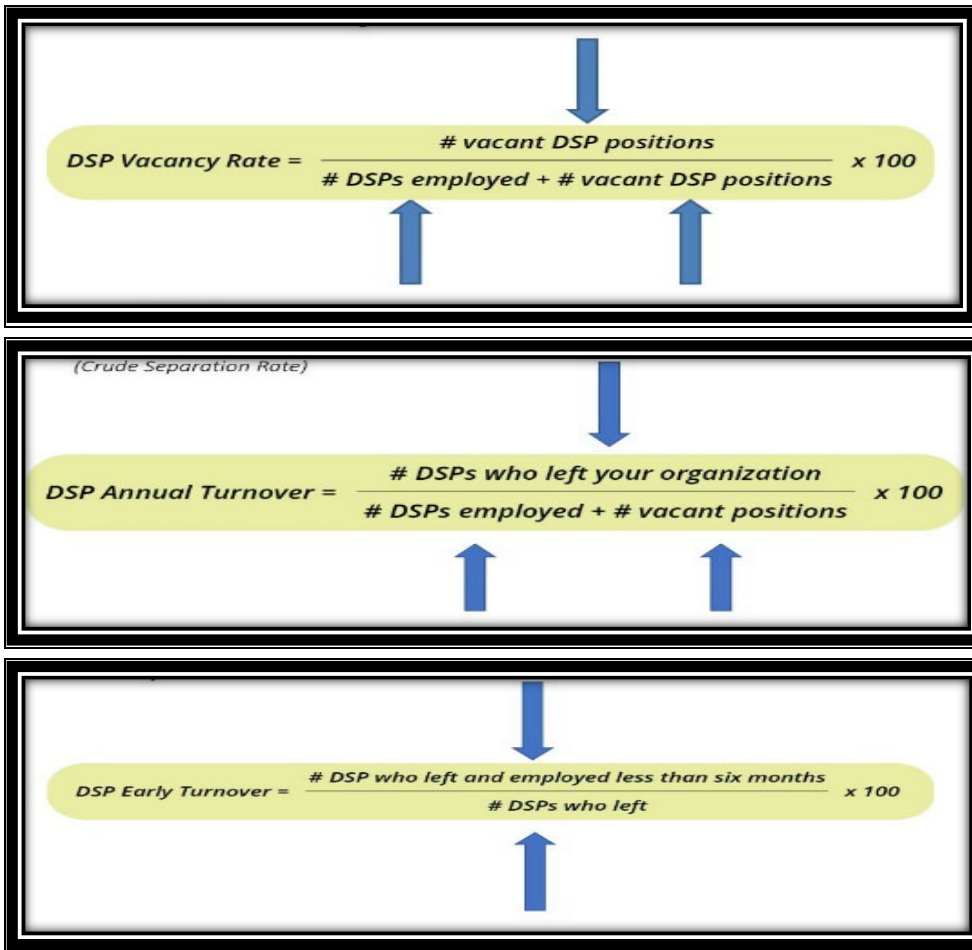


Which of the four pillars will you focus on?




I Recruitment and Retention	II Work Environment	III Growth Opportunities	IV Work Life Balance

Data- Pick one from each category

Quantitative Data



Qualitative Data

 Opinions or Attitudes Data	 Performance or Training Standards Data	 Cost or Benefits Data:
<ul style="list-style-type: none"> <li>Exit interviews/surveys</li> <li>Stay survey</li> <li>New staff survey</li> <li>Organizational commitment survey</li> <li>Staff satisfaction survey</li> <li>Teamwork assessment</li> <li>Personality or style inventories</li> </ul>	<ul style="list-style-type: none"> <li>Job description review</li> <li>Competency assessments</li> <li>Inventory of employee skills</li> <li>Performance reviews</li> <li>Training needs assessment</li> <li>Job analysis assessment</li> </ul>	<ul style="list-style-type: none"> <li>Wage/benefit market analysis</li> <li>Recruitment and hiring bonuses effectiveness analysis</li> <li>Recruitment source cost-benefit analysis</li> </ul>

Who in the organization will be responsible? \_\_\_\_\_

How often will this information be reviewed? \_\_\_\_\_

How will the information be communicated? \_\_\_\_\_

Next Steps: