

Want Employees to Stay with Your Organization Longer?

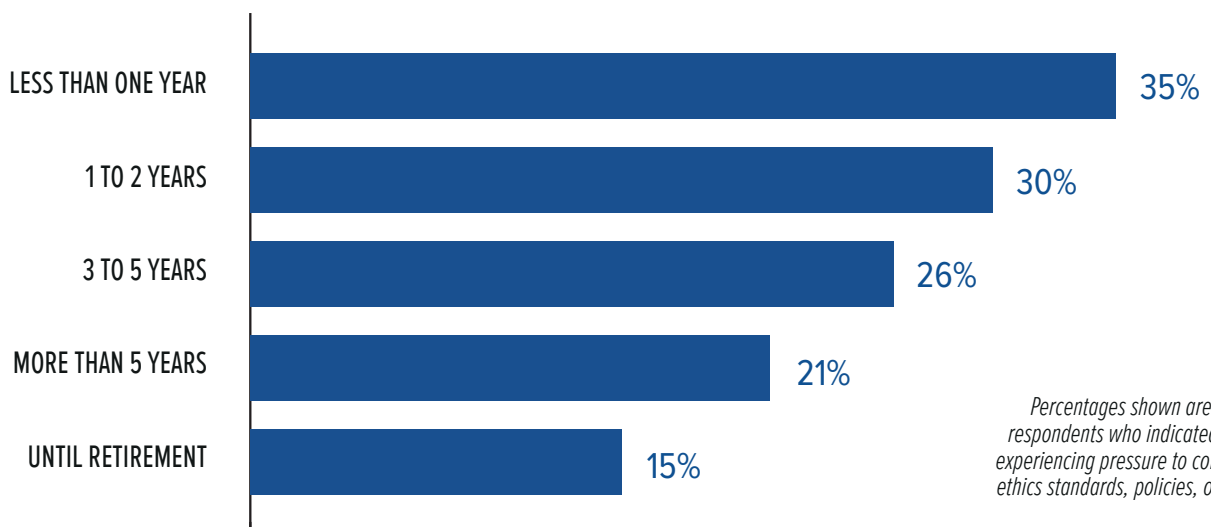
Pressure in the workplace to compromise organizational ethics standards can lead to adverse effects on an employee, such as increased risk of anxiety, burnout, and depression which, in turn, can lead to higher rates of turnover. Pressure can come in many different forms, such as pressure to meet performance goals, a perception that one's job may be at risk and/or supervisory pressure to satisfy stakeholders.

Employees who plan on leaving an organization sooner are **2x more likely to indicate they are feeling pressure**



Given your choice, how long do you plan to continue working for your organization?

Whether or not employees experienced pressure was examined in relation to employee plans to stay with their organization.



Data-Driven Insights



1 Create clear and measurable performance goals with a realistic timeline. Embolden employees to weigh-in on their goals.



2 Regularly check-in with employees throughout the performance period to discuss progress towards goals and potential pressure points.



3 Encourage employees to raise concerns and reward employees when they speak-up, particularly with respect to pressure they might be feeling.