



How Performance Enablement Prevents Employee Turnover

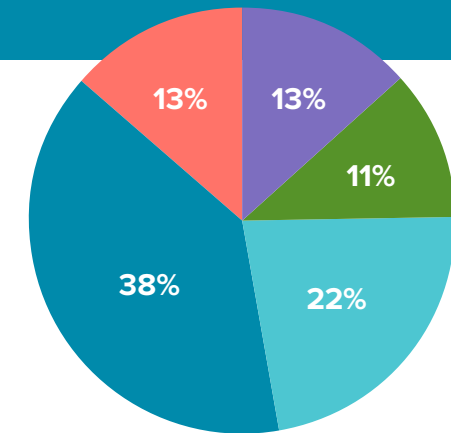
Insights and Strategies for Prioritizing Employee Growth and Development

How is Performance Enablement Different?

A company that practices performance enablement integrates performance processes into the way teams work. No longer is 'performance management' something that's done episodically and retrospectively. Instead, conversations are meaningful, feedback and recognition are ongoing, and goals are adjusted accordingly as the demands of the business change. While traditional performance management is compliance-driven, performance enablement prioritizes employee engagement and cultivates talent for greater achievement.



With the Great Resignation still in high gear, it probably seems inevitable that, as an HR professional, you'll be seeing continued employee turnover — but **our research suggests this may not be unavoidable**. Strong performance enablement — in the form of conversations, check-ins, career development, coaching, goal-setting, and feedback — can be a reason employees stick with you, instead of the reason they left.



46% of employees plan to change companies in the next year.

Actively looking for a job in a new company

Looking for a new job and company in the next year

Open to recruitment by a new company, not actively searching

Staying in current role with current company

Looking for a new role or promotion in current company

The Reluctant Farewell

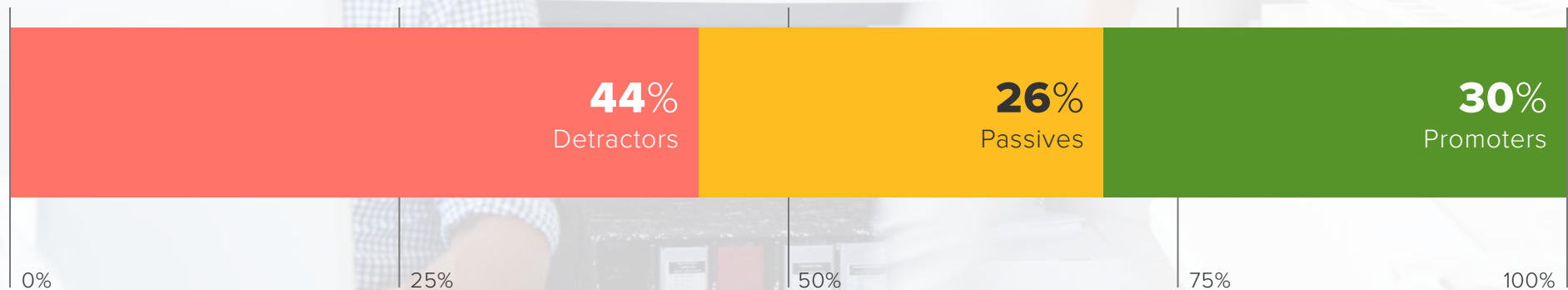
Of the people who said they are currently actively looking for work, **more than half (55%) said they like their company most or all of the time. And nearly a third (30%) said they are active promoters who recommend the company to others** via eNPS (employee net promoter scores).

Why isn't a positive perception of an employer enough to retain talent?

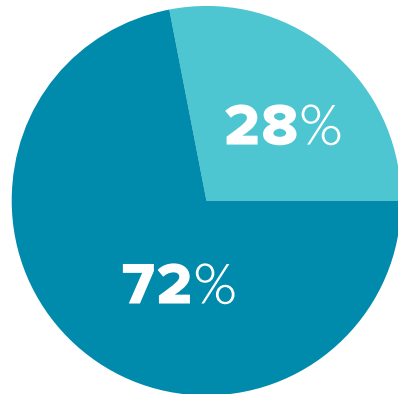


EMPLOYEE NET PROMOTER SCORE

Of people actively looking for work:



It's Not Them, It's You



Employees told us they are **more likely to be running from companies to get away from their old job (72%)** rather than toward new companies for exciting new opportunities (28%). Most employers are falling short in creating an environment where employees feel they can grow.



In fact, **only 13% of workers told us they will be looking for opportunities within their current company.** It is imperative that businesses modernize traditional performance management practices by refocusing on employee growth and development.



The Keys to Retention are Growth and Development

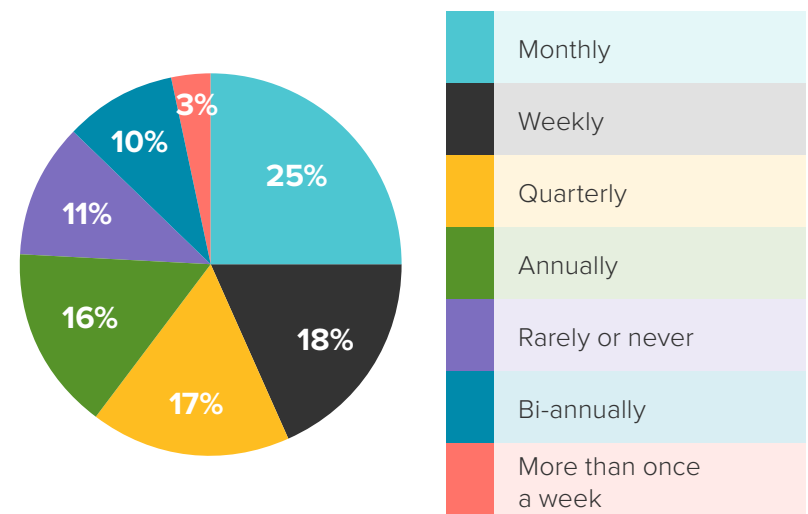
Pay and benefits are always going to top the list of reasons employees leave — and that’s unlikely to ever change. But right behind those table stakes, employees are more likely to stay put if they have access to opportunities for real career growth and development. But it’s up to companies to put that infrastructure in place.

Right now, 61% of employees say current check-ins are not working well for them. Two-thirds of employees say they don’t get 1:1 check-ins with a direct manager to get feedback and coaching on work and progress toward goals more than twice a year. When it comes to long-term career goals, more than half (54%) of employees say they don’t talk about this with managers more than once a quarter, if ever.

Part of the problem here seems to be how well we enable managers to have these conversations in a meaningful way at a cadence that meets an employee’s needs. All too often, managers feel their hands are tied — and may sometimes even avoid these career-focused conversations for fear that they can’t deliver the opportunities employees want.



54% of employees don’t talk with their managers about long-term goals more than once a quarter.





Meaningful Growth Requires Fertile Soil

For many employees, pursuing the next career milestone or promotion means job-hopping — but it doesn't need to be that way. Employers can show employees there is room to grow by building a culture where conversations, feedback, and coaching are instrumental to how the business operates.

Growth is enabled by introducing an enablement solution that provides structure for managers and employees to have frequent conversations linked to development plans and goals. Conversations — particularly check-ins — are an important part of this process.

Our survey found that level of satisfaction with check-ins is an early indicator of turnover intent. People want to see meaningful levels of investment, care, and follow-through from their managers.

To cultivate and keep top retain, it is important to create a process that embraces career aspirations and creates actionable development plans. Employees who feel their performance is enabled through regular check-ins are more engaged and like working for their company and direct manager — and less likely to seek more fertile ground.



The Right Tool for the Job

Career growth and skills development are hard to do with the cumbersome tools that are typically available via traditional HR systems centered on compliance. Modern solutions are purpose-built to drive employee engagement using lightweight experiences that are integrated into the flow of work.

Six in ten employees told us they don't feel they have a helpful tool to document their career aspirations and determine the skills needed to reach them. Managers told us that tools for upskilling employees (39%), feedback and recognition technology (34%), and flexible goal-setting tools (34%) are all solutions that would make them better at managing and enabling employees.

When selecting a modern solution for performance enablement seek one that integrates check-ins, goals, and feedback into the tools people use every day such as Gmail and Outlook. That not only helps important conversations happen but also gives managers the support they need to be successful.

Managers cited upskilling resources, feedback and recognition technology and goal-setting tools as the top three things they would need to help them be a better manager.

More resources for re-skilling/
upskilling employees

39%

Flexible goal-setting tools

35%

Technology to deliver feedback
and recognition

34%



Only **4 in 10** employees feel like they have the right tools to track their career growth.

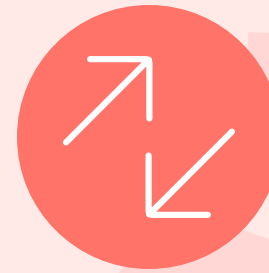
The Recipe for Effective Performance Enablement

Based on our analysis, companies who want to implement a performance enablement solution to cultivate talent and increase retention should prioritize the following elements:



Agile, employee-driven short and long-term goal-setting:

Overwhelmingly, employees told us they want more control over their own goals, adjusting them as priorities shift and using them as part of their day-to-day routines.



Integrated into the flow of work: No one will use a clunky or cumbersome process that adds more busy work to their day. Ensure you're working with streamlined, consumer-grade, proven technology that integrates seamlessly into how your employees do their work every day.



Frequent, lightweight check-ins and regular feedback: Employees want to know their managers are as invested in their work as they are. They need processes and tools that make those conversations easy and effective.



Actionable insights: HR and managers need data that helps them make decisions proactively for the betterment of both the company and individual employee performance.

Discover Betterworks

Companies like Colgate-Palmolive, Intuit, Udemy, Asurion, Kroger, Vertiv, and the University of Phoenix rely on Betterworks to enable great performance.

Betterworks' best-in-class HR talent management solutions are designed to drive performance by putting employee experience at the heart of how companies align, motivate, retain and develop their people. Unlike legacy HR technology, Betterworks is a lightweight, enterprise-ready solution that integrates with the tools employees use every day.

Want to learn more? [Explore the full 2022 State of Performance Enablement report.](#)

