

## SENIOR #3

1. Employee Wellness Programs:
  - Implement wellness programs to support physical and mental health, such as fitness classes, counseling services, and stress management resources.
2. Strong Leadership:
  - Ensure that facility leadership is skilled, approachable, and supportive.
  - Provide managers with training...effective leadership and conflict resolution.
3. Exit Interviews:
  - Conduct 'exit interviews' with departing employees to gather insights into the reasons for their departure, and use this feedback to make improvements.
4. Flexible Staffing Models:
  - Consider flexible staffing models, such as part-time and per diem positions, to accommodate employees with varying schedules.
5. Employee Surveys:
  - Regularly conduct anonymous employee satisfaction surveys to identify areas of improvement.
6. Performance-Based Incentives:
  - Implement performance-based incentives, such as bonuses or pay increases for meeting certain goals or metrics.
7. Mentorship Programs:
  - Develop mentorship programs to help new employees acclimate.

**Addressing employee retention in a senior living facility is an ongoing process. By implementing these strategies, you can create a more supportive and engaging workplace, reducing turnover and improving the quality of care provided to residents. Additionally, continuous monitoring and adjustments based on feedback will be essential in maintaining a positive work environment.**