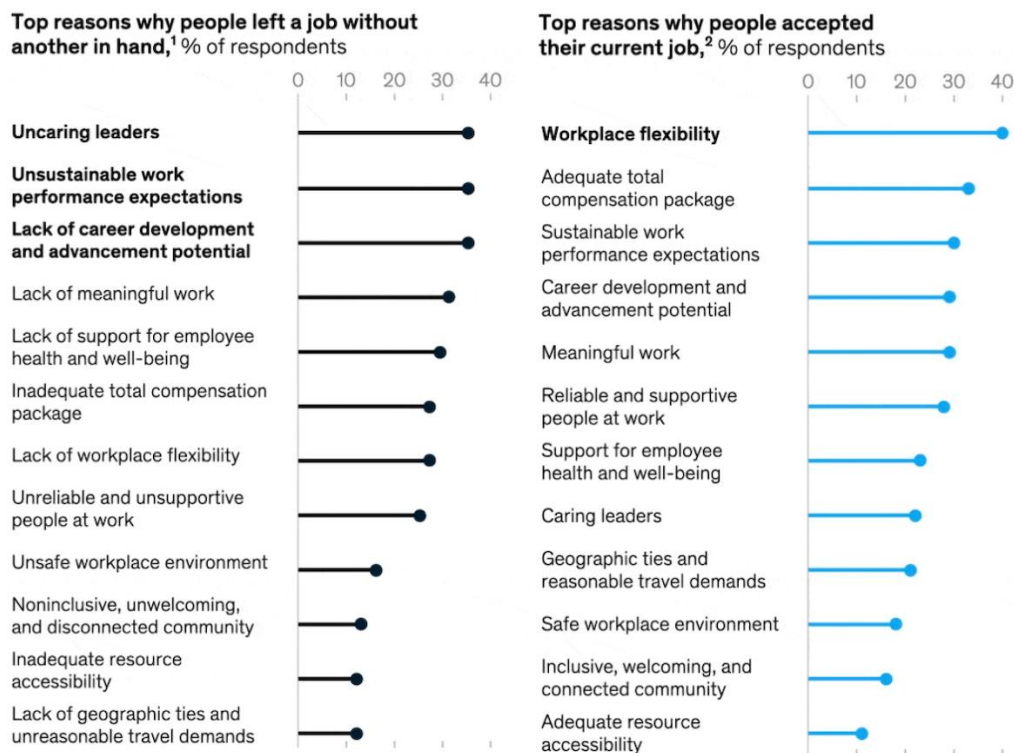


US employees have left and returned to the workforce for a number of reasons.



¹Based on top three ranked choices from respondents to McKinsey's Great Attrition, Great Attraction survey who left a job between Dec 2020 and Dec 2021 without another job offer in hand (n = 587).

²Based on top three ranked choices from survey respondents who left a job between Dec 2020 and Dec 2021 without another job offer in hand and returned to traditional employment (n = 211). Traditional employment refers to an employee–employer relationship in which a single employer hires and pays an employee and manages the employee's work.

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According to the U.S Bureau of Labor Statistics, more than 4.3 million people voluntarily quit their jobs in December of 2021 (McKinsey 2022). Now, more than ever, employers must look holistically at what they have to offer, for both attraction and retention. This article has an undeniable influence on the workforce labor, and I couldn't help but connect these points back to my book, originally published in 1999! The points in my book remain as relevant as ever before.

Uncaring leaders made up 35% of the top reasons why respondents left their current job, even without another job lined up. Uncaring leaders, or bad bosses as I would call them, are everywhere you look. In chapter 10 of my book, I call these bad bosses “jerks.” Georgetown

University professor, Christine Porath, found that 98% of workers surveyed over the past 20 years have experienced rude boss behavior. If employees do not like their management, they will leave their job even if they are well compensated and supported in other ways. Leaders are often the last to know that their management style is not working for their employees. What can you do about this, as a manager? You can watch for drops in productivity, difficulty hiring, lateral moves out of your department, and of course, turnover. From headaches to heart attacks, having a jerk for a boss can have a greater impact on your health than you think.

Unsustainable work performance expectations lead to poor mental health and burnout. These unrealistic expectations relate to giving space (chapter 19) and wellness (chapter 23). Employees need space to be self-directed, manage their own time, work/think in their own ways, work from different places, and take breaks. Especially when dealing with talent loss, some employees may be forced to take on the responsibilities of their coworkers that left the workplace. Overwhelm and stress is enough to make someone leave their company for good. Allowing telecommuting, flexible dress code, flexible working hours, and space for breaks is not pampering, it can be necessary for maintaining irreplaceable talent.

Lack of career development and advancement potential- enrich your life.