

Caution: What Staff Turnover Rates Can Mean to Your Health.

What Can You Do To Avoid An Unhealthy Career?

I have been on both sides of a job interview and can empathise with the nerves that apply to both interviewer and applicant. The cost of a wrong choice in hiring, training and replacing staff is a boss' worst nightmare. A poor choice by potential applicants can result in severe health problems such as low self esteem, loss of confidence and depression.

Consider these two very different outcomes:

- Some years ago I saw a client who had all the symptoms of "Burnout". Exhaustion, crying, poor sleep, erratic eating patterns, no time or energy for hobbies or socializing. Even her pet dogs were being neglected. Needless to say, she felt very frustrated, wondering why she could not just "snap out of it?" We chatted for a while and it became clear her workload had progressively increased over the last two years. She averaged a 14 hour day, six days a week and often took work home to try and "catch up". When I asked about how other employees felt about their work, she replied that morale was bad with an average 44% staff turnover every year.
- Contrast this with another client who was applying for a new IT job in a small, but growing company. Staff turnover in this company was zero! The employees all arrived and stayed. Clearly this was a business with a positive healthy atmosphere and confident, creative and productive employees.

Practical Tips:

Many job interviews finish with an opportunity for the applicant to ask any further questions. If your initial enquiries about the company do not reveal staff turnover levels, this is your time to ask!

If you are a manager or boss, it is essential that you are aware of how your staff turnover levels compare with other businesses in your industry. High staff turnover is a symptom of unsatisfied employees. There are many possible reasons, including communication issues, workloads, management styles, physical environment and salaries.

Survey your staff and find out why.

Dr. Pete

P.S.

Staff turnover is just one of many symptoms that negatively impact a company's "bottom line" and typically generate lively discussion from bosses and employees alike in my workplace presentations. You will be pleasantly surprised by how your company and staff

can profit from a presentation that will get people thinking about health in the workplace, boost morale and productivity, and slash the high costs of employee absenteeism, “presenteeism” and turnover.