



**Truvelop™**

**EVALUATE.  
MOTIVATE.  
DEVELOP.**

# THE STATE OF EMPLOYEE ENGAGEMENT THROUGH TRANSITION.

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Truvelop™

1 in 4 US workers is considering  
**quitting** their job in the  
coming months.

Jennifer Liu, CNBC - Make It

During times of change or increased workload, it's important that we overcommunicate. According to Gartner, “73% of change-affected employees report experiencing moderate to high stress levels, and those suffering from change-related stress perform 5% worse than the average employee.” This past year has certainly faced many changes, and as organizations decide what the transition out of the pandemic looks like, we're about to face a few more.

Human Resource Professionals need to be ready for the changing talent landscape and the challenges that will follow.

How do we do this?

1

Don't just talk about the importance of wellbeing and human-centered leadership, actually incorporate it in your hybrid work model.

2

Broaden your recruitment efforts instead of just hiring the typical "straight-A student"; get serious about advancement from within.

3

Instead of staying in the lines, think creatively about developing your own workforce.



# HOW TO RE-ENGAGE WITH YOUR TEAM DURING HIGH-STRESS PERIODS

Consistent, clear, and productive communication can help counter the effects of high-stress levels on one's performance and give your Team Members a sense of calm and value within the organization.

## Boost Morale

During high-stress periods, Team Members may need an extra vote of confidence to help them perform at their best. In fact, "70% of employees say that motivation and morale would improve "massively" with managers saying thank you more" ([Bonusly](#)). With Spark, you can publicly appreciate someone's work by posting to the Recognition Wall or by sharing a private Spark with the Praise classification.

## Document Coaching Moments

When things get hectic, it's easy to forget some feedback that you gave in the moment. With Spark, you can document that feedback so the Team Member can go back and reference what you previously shared. Not only does this help the Team Member to remember what to work on, but it also takes the pressure off of you to recall every piece of feedback that you shared with all of your direct reports. You're busy! We want to make your life easier.

## Monitor Growth

During times of high-stress, we've seen so many Team Members rise to the occasion and significantly develop their skills in a short amount of time. With Spark, we can check-in on development goals and make adjustments as people either exceed or struggle to meet their goals. Remember, "You are 42 percent more likely to achieve your goals if you write them down" ([Inc](#)). In addition to greater likelihood of success, it also helps you to notice any performance gaps or if there is an opportunity to further leverage their talents.



# HOW YOU CAN USE TRUVELOP TO RETAIN TALENT

Truvelop analyzes current and relevant data to support retention strategies. This ensures we are identifying talent gaps and retaining our top talent.

## FOCUS PERFORMANCE DEVELOPMENT STRATEGIES ON THE RIGHT TEAM MEMBERS

### TOP PERFORMERS

Celebrate, elevate, and appreciate your top team members to ensure retention.



### STEADY PERFORMERS

Invigorate, motivate, and educate those who can improve with the right development planning.

### LAGGING PERFORMERS

Coach and counsel the team members who are lagging behind their peers.



### TRUVELOP TIP

Use Spark to deliver more real-time feedback to employees in the moment when it counts!

Organizations are getting creative with how they think about their talent landscape. Whether that is incorporating internal mobility or leveraging strengths in more areas, talent retention starts with understanding who your team is and what they are capable of.

Truvelop takes the guesswork out of it and gives managers a way to better **understand their talent, how to develop their team, and leverage their strengths.**

In order to retain talent and have a smooth transition throughout these uncertain times, it is crucial to maintain frequent communication among your employees.





# HOW OUR CLIENTS ARE USING TRUVELOP TO NAVIGATE THIS TRANSITION

We value our customers' needs and strive to make their job easier.



“Managing remote teams can be a challenge. What is different about Truvelop is keeping the human element in mind. It's not just how people get their work done. It's how we connect with them – providing immediate feedback, supporting open communication and developing their potential.”

Ivana Rochac, HR Director, Apartment Turnovers

“In today's environment with a more remote workforce, Truvelop's virtual performance management application is an ideal balance between true accountability, team connectivity and real time conversations.”

Kendall Coleman, CST Group



“The overwhelming factor for R2i when deciding to partner with Truvelop's performance management and development platform was increased visibility with (a) quick and easy, real-time feedback, (b) engagement between the managers and team members, and (c) overall health of the organization and our team members – all of which will continue to move our business forward.”

Carreen Kouts, R2i's Director of Human Resources

**Our customers are using Truvelop to smooth their transitions and improve their manager and employee relationships. [Contact us](https://www.truvelop.com) today to learn more!**

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