



**Truvelop**<sup>™</sup>

**EVALUATE.  
MOTIVATE.  
DEVELOP.**

# HOW TO NAVIGATE THE GREAT RESIGNATION

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# WHAT EXACTLY IS THE GREAT RESIGNATION?

As workplace policies and expectations change in response to the pandemic, companies are experiencing a mass exodus of employees.

“As pandemic life recedes in the U.S., people are leaving their jobs in search of **more money, more flexibility** and **more happiness**...It's leading to a dramatic increase in resignations — a record **4 million people quit their jobs** in April alone.”

NPR - Andrea Hsu

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This has become a major business challenge, impacting an already tight talent market, and can cause a rippling effect across an organization. To avoid this from impacting your organization, it is important to consider the following:

**Intrinsic Motivation to Build  
Engagement**

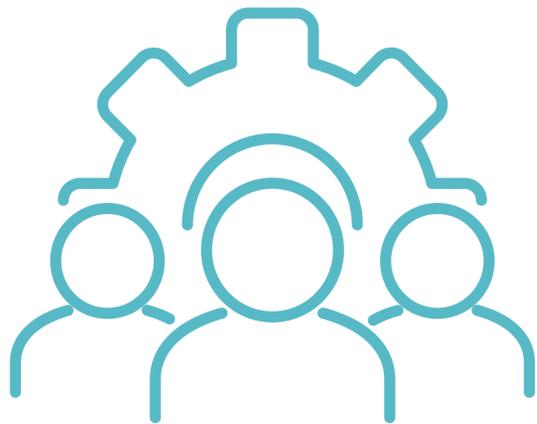
**Internal Talent Mobility**

**Prioritize the Employee Experience**



# IMPLEMENTING SELF-DETERMINATION THEORY TO MOVE TOWARDS INTRINSIC MOTIVATION.

Self-Determination Theory is concerned with the motivation behind the choices your Team Members make without external influence and interference. Truvelop helps focus performance development strategies on the right Team Members.

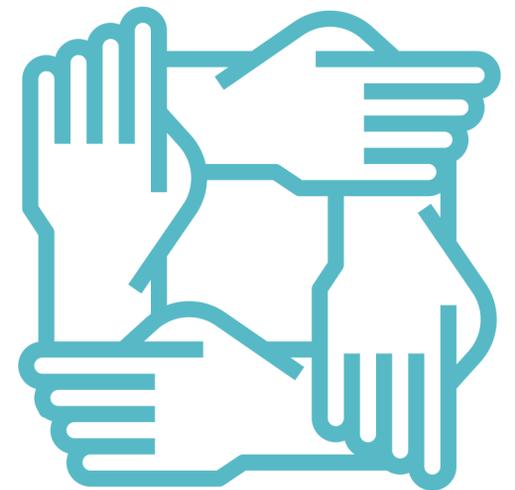


## AUTONOMY

**A sense of control over one's performance and environment.** With Truvelop's Spark feature, Team Members can initiate these important development conversations with their Manager.

## RELATEDNESS

**A sense of connection to one's work, team, and organization.** Truvelop provides a comprehensive tool for engaging Team Members and fostering ongoing communication that can help strengthen the Manager-Employee relationship.



## COMPETENCE

**A sense of confidence in one's ability to perform at a high level.** Truvelop takes the guesswork out of it and allows Team Members to know exactly where they stand and what they can do to succeed.





# ADDING NOVEL & CREATIVE CHALLENGES TO INCREASE ENGAGEMENT & PREPARE FOR CHANGE.

Internal talent mobility will allow Team Members to move into new roles internally, where existing skills can be sharpened and new skills can be developed.

## Develop Transferable Skills

Developing skills that can be used in a variety of different tasks/roles can lead to a larger succession pool. Having a **versatile** Team will give you the **edge and strength** you need to face any challenge. Gauge Team Members' current position and determine transferable skills they can gain to help your organization move forward.

## Cross-Train Your Team Members

Train your Team Members in several different roles or train them to be able to do tasks outside of their "normal" responsibilities. Having Team Members that obtain **transferable skills** will only make your organization stronger as turnover occurs. People can be more comfortable stepping up while roles are filled, while also being **creatively engaged**.

## Identify Mentoring Opportunities

Create **on-the-job learning opportunities** with guidance from someone who is an expert. This is a great opportunity for Team bonding and **connecting** your Team Members by working together to better one another.

# PRIORITIZE YOUR TEAM MEMBERS' WELL-BEING.

During periods of high stress and turnover, Managers should encourage Team Members to be extra intentional with self-care. At Truvelop, we are dedicated to creating the best possible experience for your Team Members.



## Strengthen Manager and Employee Relationships

- **Schedule regular check-ins** with your Team Members to get on the right track.
- **Conduct meaningful development conversations.** As you prepare for development conversations, it is important that you reflect on previous behavior and identify common themes or patterns with each Team Member.

## Always Consider Your Team Members' Well-being

- As a manager, identify what drives your Team Member and keeps them motivated and engaged. When they **feel valued and recognized**, the results will show.
- Allow Team Members to share their goals, so you can understand how best to **support and guide** your Team forward in their performance development journey.





# HOW OUR CLIENTS ARE USING TRUVELOP TO NAVIGATE THE GREAT RESIGNATION.

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



**CleanOffice**

“ Truvelop has been a great and easy tool that is helping us create the habit of constant feedback to all employees, anywhere they are, making us process-think about their good qualities and ways to guide them to get better. ”

Rene, CleanOffice's Vice President of Operations

“ 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. Focusing not only on productivity and KPI's, but also employee attitude and morale will make our managers better and our team stronger. ”

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](#) today to learn more!**

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