

## Exit Interviews

Find out why your organization is losing talent...



~1 in 2 employees **do not feel valued** on the job. (Bolt Insurance)

Turnover in management / professional positions  
can cost up to **1.5x the annual salary**,  
and up to **6 months' salary** for hourly workers. (go2hr.ca)

The **JUNA Team offers services**  
to help you gain valuable insight before it's too late.  
We can:

- ❑ Provide confidential, anonymous exit interviews for departing staff
- ❑ Act as an objective 3<sup>rd</sup> party interviewer, which increases employees' openness
- ❑ Determine the root cause (true reason) for high employee turnover
- ❑ Advise on organizational issues causing employee resignations
- ❑ Improve employee retention and decrease recruitment costs
- ❑ Teach managers about how to hire the right people so you don't have so much employee turnover



### **Stay Interviews --- The Preventative Approach** Intervene before your top talent leaves you

Discover why your employees stay at your organization & reinforce those elements

Identify actions you can take to improve your employees' experience

Uncover and minimize "turnover triggers"

Show staff you value their opinion and consider them vital to success

**Contact the JUNA Team Today!**

[www.junaconsulting.com](http://www.junaconsulting.com)