

Employee Engagement – A strategic opportunity that doesn't cost anything!

Businesses take the time and effort to make the right hiring decision, train and invest in the right talent, then the employee leaves. Is it because the company across the street offered your employee more pay or was there another reason?

While pay and benefits are important to our employees and their families, is it the only reason they choose to stay or leave our company?

Often employers wait until an employee is leaving to ask for feedback. Asking people why they leave isn't the same as asking why they stay. Employee's attitudes about their jobs, compensation, benefits, relationships with co-workers, communication, job security, opportunity for advancement, inclusion and other variables may all be factors.

The following are the most common reasons People Quit:

Lack of:

- Feeling valued, cared about and recognized for their work.
- Opportunity to have input into their work and share ideas.
- An opportunity to be challenged and leverage their strengths.
- Communication at all levels.
- Relationships with peers, managers and others.

Employee Engagement is key and doesn't cost anything other than a few minutes of time and a genuine interest in your employees, as people and their ideas. The question is, do your employees feel valued?

What should you ask them?

- ✓ What is working and what isn't?
Who better to ask than the person doing the job!
- ✓ What am I missing?
If they say nothing, there may be an absence of trust. The foundation to any relationship that allows us to be vulnerable and share our ideas openly. We need psychological safety!

What do we gain?

- *Perspective, new ideas, innovation.*
- *Increased productivity.*
- *Greater retention and employee loyalty.*
- *We all want to feel valued and appreciated!*



By taking time to engage your employees you have the opportunity to truly know what your employees are thinking and work proactively to retain your people.

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