



Retention Quiz

Check "Yes," "No," or "Don't Know" boxes for each of the following questions:

	Yes	No	Don't Know
1. I know how much it costs me every time I lose an employee and have to hire and train a replacement.			
2. I know why people leave my organization.			
3. I know why people stay in my organization.			
4. My turnover rate is below the industry/area average.			
5. I am spending more time on retention than on recruiting.			
6. Pay and rewards are linked to performance.			
7. My organization trains managers to select, orient, coach, recognize and retain good people and rewards us for doing these things well.			
8. Our employees would say, if asked, that they are viewed as investments to be maximized instead of costs to be reduced.			
9. My organization is a "preferred employer" in the community.			
10. My organization is doing what it takes to retain valued employees.			

Count your responses and place totals below:

Yes _____

No _____

Don't Know _____

Source: Leigh Branham, *Keeping the people who keep you in business. 24 ways to hang on to your most valuable talent.* New York: AMACON, 2001.