

PI[®] Fridays with Bob

December 2nd, 2011

“Who Leaves Jobs and Why?”

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A D V *i* S A





Frequently Asked Questions

Q: Can I get a copy of the slides?

*Yes. Please download the slides at this link on our website:
www.advisausa.com/resources/webinar-archive/*

Q: Will a recording of this webinar be made available?

Not at this time.

Who Leaves Jobs Voluntarily and Why?

Money



Personal reasons



Lack of advancement

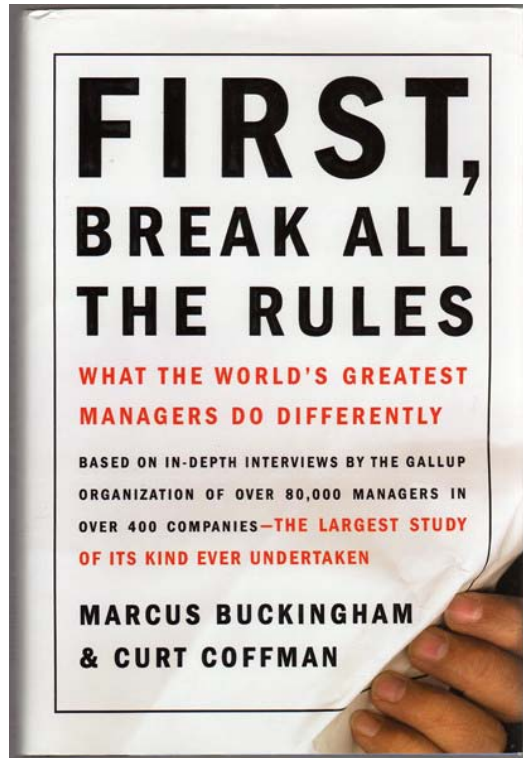


Their boss



Something else





**“People join companies
but leave managers.”**

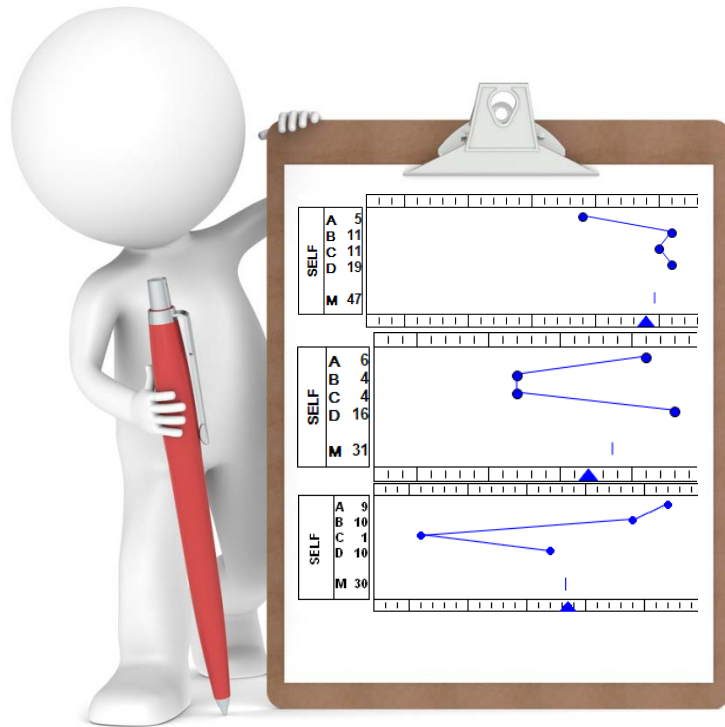


- Marcus Buckingham and Curt Coffman, of
the Gallup Organization



Most managers
have good
intentions and try
their best.





Are there salient
PI-based reasons
people leave
organizations?



Results

- 60% of the people who separated from the company were highest As – in comparison to 47% who stayed. Compared to the average, highest As were almost 28% more likely to leave than people with other profiles.



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- 60% of the people who separated from the company were highest As – in comparison to 47% who stayed. Compared to the average, highest As were almost 28% more likely to leave than people with other profiles.
- None of the people who voluntarily separated were highest Cs.



Corporate culture can create turnover.





Q: Does *your* company's culture favor certain drives?



Differences Can Drive Turnover

- 67% of those who left had opposite A/B relationships to their boss



Differences Can Drive Turnover

- 67% of those who left had opposite A/B relationships to their boss
- 93% of those who left had opposite A/D relationships than their direct supervisor compared to 67% of those who stayed having a different A/D relationship.



Using PI as a management/leadership tool doesn't stop with training.

Leaders who:

- drive home the value of PI in everyday decision-making
- assure that the teachings of PI are carried out in day-to-day activities
- regularly ask their subordinates about how they're communicating with their people
- regularly assess the comprehensive reward structure of their organization
 - **will satisfy the needs of their people.**

Questions for Bob



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