

LEADERSHIP COACH GREG BUSCHMAN, PH.D.(c)

LEADERSHIP DEVELOPMENT

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BLOG

ABOUT

I Th↓ink, You Th↑ink, We All Think **Differently**

Why Do High-Performers Leave Their Employers?

Ask yourself the following questions and write down your answers. Now compare your answers to the top six reasons people and high performers leave their jobs.

- How does it make you feel to be treated as an object from which someone else makes a profit, i.e., produces capital?
- How does it feel to have your human needs ignored in the workplace?
- Is using money and punishment as motivators, the best way to motivate you?
- How does not being able to overcome or solve discrimination issues such as the gender wage gap and other inequalities affect your attitude and commitment to your employer?
- How do you feel when the workplace discourages you from sharing ideas, suggesting change, and taking on innovative challenges?

The top six reasons top-performers leave are:

- Tired of absorbing extra work others don't get done.
- Work is not challenging, so they disengage.
- Prevented from following new ideas and feel stifled.
- No professional development opportunities.
- Not appreciated or recognized for their work.
- Unfair compensation; includes more than money.¹

Leadership practices that value people and embrace creativity and innovation can help address these reasons. Effective leaders ask for external input, incorporate leading practices, and take advice from consultants and experts. They embrace innovation, change, creativity, and listen to employee feedback. The bottom line is that **effective leaders are conscious of the human side of leading and do a better job of managing, motivating, developing, and retaining talent.**

Want to be a more effective leader? Let's Connect www.gregbuschman.com/contact

¹ (Prossack, 2018)