

Executive Commute with Jayson Krause

Episode 5 Resource

How to ensure you don't get blindsided by people leaving

First of all, *why* is this question important?

Just like *your* people should never be blindsided by a *termination*, you should never be blindsided by your people leaving. It's a reflection of how connected you really are to your team members.

- #1: Be cautious of relying on a *transactional leadership style*. Are you building an army of mercenaries who can only hang their hat on compensation or a job title?
- #2: When is the last time you have had a conversation with a team member about *what's important to them*?
- #3: In the absence of information, people will make things up - what have you *clearly communicated*?
- #4: What have you done or not done to create the current [culture](#) of your team and/or business?

Objective: Conduct a *stay-interview* to enhance connection and exercise transformational leadership

Book a time to connect with your team members individually and check in on how their user-experience is as an employee in your business.

Here are some questions to consider as you conduct a stay-interview:

- What do you love to do outside of work?
- What's your dream job?
- How is this role helping you get there?
- What part of your job do you love the most?
- If you won the lottery and didn't have to work, what would you miss?
- What's the biggest pain about your job?
- If you had a magic wand, what would be the one thing you would change about your work, role or responsibilities?
- You could work anywhere, why do you choose to work here?
- What would it take for you to look for a different job?
- How do we make sure we don't get to that point?

Remember, if you do get blindsided by a key person leaving, you can always ask: "***What will it take to keep you?***"

After you've explored this, let us know how it went. What worked, what didn't or what questions do you have. You can leave us a message or voicemail at [executivecommute.com](mailto:hello@level52.ca).