

6 Ways to Retain Your Support Staff This Holiday Season

December doesn't just mark the holiday season; it also heralds the highest employee turnover rates¹! More than 50% of global organizations already struggle to retain their most valued employees². This percentage is even worse for leaders in the tech industry, and reaches its peak in January³. The good news? Christmas miracles are possible! Here's how to retain your support staff this holiday season.



Don't Let 'Festive Stress' Fester

Heart attack-related deaths peak in December and January⁴, when 1/3 of Americans would rather skip the holidays altogether⁵.

Offer More Flexibility

- Consider flex scheduling
- Give employees paid holiday vacation time
- Allow employees to work from home
- Close the office on days beyond federal holidays

81% OF EMPLOYEES feel that they would be more productive during the holiday season if they could work from home or have flex scheduling⁶.

Don't Raise The Bar — Yet

Employee burnout is responsible for up to 50% of annual workforce turnover (bonusly).

- Schedule projects around holiday time off
- Set goals for before or after the holiday season
- Get an early jump on year-end obligations

Confront Festive Stress Head On

- Conduct a mindfulness workshop
- Bring in a yoga instructor
- Announce an open-door policy for employees to approach leadership comfortably
- Schedule "active" breaks to get your employees up and walking and stretching



Don't Be a Scrooge

A holiday ham isn't going to cut it. Use this time to validate that your employees' compensation is at market value and reflects their performance.

35% OF EMPLOYEES said they'd look for a new job if they did not receive a pay raise in the next year (bonusly).

44% OF EMPLOYEES would consider a job offer from a different company for a raise of 20% or less (bonusly).



Conduct New Year Career Planning

42% OF EMPLOYEES say learning and development is the most important benefit when deciding where to work, followed by health insurance⁷.

93% OF EMPLOYEES move companies to change their roles⁸.



Recognise Employees Achievements

49% OF EMPLOYEES feel that being recognized for their achievements is "very" or "extremely" important (Access Perks).

Words of affirmation are the No.1 preferred reward for remote and on-site workers, followed by quality time, acts of service, and lastly — tangible gifts (Access Perks).

OVER 80% OF HR LEADERS say employee recognition programs positively impact work culture and employee engagement (Access Perks).

5

Find Out What Employees Think About Management

ALMOST 50% OF EMPLOYEES said they would quit because of bad management (Access Perks).

60% THINK MANAGERS NEED MANAGERIAL TRAINING (Access Perks).

By giving employees a voice and making them a part of the review process, you empower them and give them a reason to invest thoughts, emotions, and wants in the company.



Gather a Holiday Wishlist

A better [platform for invoicing](#). A more sophisticated project and [task management solution](#). A new coffee machine. Casual Fridays. Find out what improvements can be made to keep your employees happy. Giving them the gift of productivity is a holiday treat for them and you!

Companies that invest in the employee experience are 4x more profitable than those that don't⁹.

Make 2019 your most prosperous year yet! If software solutions are top of the employee wish-list this year, visit SherpaDesk and check out the best [all-in-one tool for small business professional services](#).

Happy Holidays!

SOURCES

[1] LinkedIn Talent Blog [2] Bonusly [3] LinkedIn Learning Blog [4] Medical Xpress [5] Forbes [6] TechRepublic [7] Access Perks [8] Gallup [9] Human Resources Today