

# HR Insights

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## 5 Tips for Managing Employees During the Great Reshuffle

The Great Reshuffle—a mass movement of workers leaving jobs with which they are not satisfied—shows no signs of slowing down. As Generation Z and Millennials begin to make up more of the workforce, it has become clear that values and priorities have shifted from those of previous generations. Furthermore, unemployment rates are down, and the employment market is currently very worker-friendly. The combined effect of these factors is that employees more readily move between different jobs to find those that align with their priorities and desires. This often means seeking out better compensation or benefits, workplace flexibility, career development opportunities or the right culture fit.

The Great Reshuffle can make for a challenging environment for employers, but several tips can help mitigate the issues employers may face. Consider the following strategies:

### 1. Offer Remote and Hybrid Options

Prior to the COVID-19 pandemic, working remotely seemed a lot more difficult than it turned out to be. Now, many workers have grown accustomed to having the flexibility to work from home at least part of the time, and many will leave their current roles if this is not an option. In order to retain top talent, employers should consider providing options to work remote or hybrid (i.e., part of the week in the office, part of it at home) schedules when feasible.

Remote and hybrid work options will not be possible for every position or industry. However, employers can still consider how to partner with employees to offer opportunities such as flexible work schedules

or expanded paid time off policies in instances where remote work is not an option.

### 2. Focus on Employee Well-being

Not only do employees want work-life balance so they can enjoy life outside of work, but they also want to feel like more than just another worker helping an organization meet its goals. LinkedIn's recent Global Talent Trends report shows that 42% of employees want their company to invest in their mental health and wellness.

One way managers can help to meet this need is to find constructive ways to check in with their employees. This could look like having weekly or biweekly one-on-one meetings to ask open-ended questions about how the employee is doing in and outside of work. Employers can also prioritize mental health by offering accessible mental health and wellness resources to employees, such as employee assistance programs. Prioritizing employee well-being is a great way to increase employee satisfaction and, in turn, retention. Additionally, workplace cultures that promote health and well-being are often the ones that workers on the move may be interested in.

### 3. Play to Each Employee's Strengths

There are many different strategies and approaches when it comes to management. One that might be beneficial during the Great Reshuffle is for managers



to focus on each employee's strengths rather than only working to strengthen their weaknesses. If an employee has exceptional knowledge in a certain area or a unique skill set, play to those abilities. This can make employees feel like they are doing well at their job and are assets to the team. Moreover, it may actually increase productivity to have each worker play to their strengths than it would to try to correct their weaknesses. Not only can this strategy lead to increased performance, but it makes employees feel valued, increasing the likelihood of retaining them.

#### **4. Create Systems of Accountability**

Managers won't know how to create a better environment for their employees without proper feedback. Creating a system that allows employees to provide feedback is a way to help managers improve their performance and make employees feel heard. One way to do this is by periodically conducting surveys or having skip-level meetings.

Managers could also implement open-door policies so that employees can speak to them freely. If employees are able to openly communicate about what is and isn't going well, they are more likely to see changes they want at their current job rather than leaving for another one.

#### **5. Maximize Employee Rewards and Recognition Programs**

It is essential to make employees feel valued if retaining them is the goal. Having a formal reward or recognition program is a simple but effective way to express to employees that they are doing a good job. Alternatively, informal recognition is just as valuable. Giving a shout-out to an employee who went above and beyond or shooting them a quick thank-you message can go a long way. When employees feel they are good at their job, they are less likely to leave it.

#### **For More Information**

The Great Reshuffle is a trend that does not seem to be going anywhere for the foreseeable future, so employers need to work with managers to address issues that are contributing to the current market. By applying various management strategies, employers can mitigate the effects of the Great Reshuffle.

For more information on workplace trends, contact DSP Insurance Services today.