

Reducing Employee Turnover

GoSkills online course syllabus

Skill level

Beginner

Lessons

17

Pre-requisites

No prior experience needed

Video duration

42m

Estimated study time

42m 22s

Instructor

Andra Vaduva

Introduction

1 Retaining your employees

If your employees are your biggest asset, it's important that your organization prioritizes retaining them.

Examine Your Organization

2 Identify employee needs

In order to improve your organizational culture and hopefully your organization's turnover rates, you must understand what your employees need.

3 Prioritize company culture

Culture is an indicator of turnover. After this lesson, you will be able to start creating a culture first company.

Prioritize Psychological Safety

4 Define psychological safety

One of the main reasons behind employee attrition is the lack of psychological safety.

5 Impact of psychological safety

Google's People Operations team finds psychological safety is the number one indicator of successful teams.

6 Cultivate psychological safety

Organizations with low or nonexistent psychological safety are facing high turnover rates.

Build a Culture of Trust

7 Build adaptability and resilience
Change is hard, uncomfortable and challenging. After this lesson, you will be able to identify the implications of making changes in your culture.

8 Double-down on trust
The common denominator in all aspects of psychological safety is trust.

9 Virtual culture
If trust, and therefore psychological safety, is difficult to create in a physical workplace, then it is a thousand times more challenging to achieve in virtual one.

Create Your Intervention Plan

10 Measure trust levels
In order to make improvements, you have to know where to improve.

11 Identify the gaps
After using different measurement methods, you will need to interpret the results and take action.

12 Analyze your results
After using different measurement methods, you will need to interpret the results and take action.

Improve Psychological Safety

13 Curiosity over blame
Workplace obstacles can be overcome, and acknowledging that it's a process rather than a destination is an important first step.

14 Collaborate through conflict
Don't feel overwhelmed by conflict!

15 Celebrate failure
Great news!

16 Integrate feedback
It's okay that building culture doesn't come easy, but communication is essential.

Conclusion

17 Lowering turnover confidently

Thanks for watching this course!

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