

# Why are my employees leaving?

Do you suspect that poor conditions for flexible working, financial wellbeing or diversity and inclusions are triggering your employees to leave? Here's 3 quick quizzes you can use to find out.



# 1. Flexible Working

If you answer 'no' or 'not sure' to 5 or more of the questions below, this could be an important area to explore.

1. Do you have a formal flexible working policy?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
2. Is everyone familiar with your policy?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
3. What do your people like and dislike about your policy?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
4. Do your people know who to approach with flexible working concerns?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
5. What challenges do your people face with flexible working?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
6. Have you formally trained managers to manage remote or hybrid teams?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
7. Are your social and networking opportunities inclusive for remote workers?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
8. How does your onboarding accommodate hybrid or remote workers?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
9. What challenges do remote workers versus office-based workers face?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
10. Is hybrid working causing any tension within your culture?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>



# 2. Financial Wellbeing

If you answer 'no' or 'not sure' to 5 or more of the questions below, this could be an important area to explore.

11. Are your people worried about money?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
12. What are your people's financial challenges?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
13. Do your people have access to financial education and support?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
14. Do your people feel well-compensated?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
15. Do your people feel they can raise their financial concerns?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
16. Is there pay equity between new hires and established hires?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
17. Is there gender pay equity? ( <u>A new study shows probably not...</u> )	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
18. Does your organisation have a recession/inflation strategy?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
19. How do your people feel about your recession/inflation strategy?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>
20. Do your people feel you have handled any layoffs as well as possible?	No <input type="checkbox"/>	Not sure <input type="checkbox"/>



# 3. Diversity & Inclusion

If you answer 'no' or 'not sure' to 5 or more of the questions below, this could be an important area to explore.

21. Do you provide support for employees with long COVID?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
22. Do employees feel safe at work, including those with clinical vulnerability?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
23. How are different employees vulnerable in different ways?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
24. How do you accommodate vulnerable employees at work and socially?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
25. What challenges do different employee groups face?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
26. Do you support different employee groups with the challenges they face?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
27. Do your people trust they can raise concerns and be heard?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
28. Do your people trust you're protecting their wellbeing?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
29. Do all employees have equal career opportunities?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>
30. Do employees feel represented at senior leadership level?	No	<input type="checkbox"/>	Not sure	<input type="checkbox"/>

## Create The Winning Difference

A million factors can drive turnover, and your own situation can be vastly different from another organisation. The right workforce data drives the right workforce strategies.

Winningtemp's team success platform gives you real-time scores for the temperature of your workforce, so you can spot issues as they emerge (and before they turn into turnover).

[Watch This 2-Minute Demo](#)