

## Top Reasons Your Employees Quit

High turnover rates can be stressful and financially draining on businesses. Though unemployment rates are high, it can be difficult to replace employees with specialized skills who leave your business. Not to forget, 76% of employees are actively looking for another job or open to one. It's important to understand why your employees may be quitting.

### Why They Leave and How To Keep Them

First and foremost, take time to understand why employees typically leave. This will help you better understand what you as a company can do better to make sure employees stick around. Here are some common reasons employees leave and ways to convince them to stay:

#### Managers are Demanding and Mean

Don't allow managers and supervisors to create their own work environment that makes life miserable for those who work under them.

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How Are You Managing Your Employees to Keep Them From Leaving?

## How Meditation Can Help You Become A Better Leader

Becoming a better leader stems from many daily practices. Meditation may not even be on your radar when it comes to finding ways to be a better leader. However, making this a part of your daily routine can change your day completely.

Here are ways that meditation can help you:

### 1. Objectively Tackle Daily Tasks

Meditation is a mindful discipline that can do wonders for not only your personal life but for the leadership aspect of your life as well. Stress is one factor at the root of failed relationships and poor management. With COVID-19, concerns in addition to standard management stress, meditation is a technique worth trying. When one stops to quiet their mind and breathe deeply they are able to silence many of the thoughts that tend to create conflict.

Even a short ten to twenty-minute meditation session can help to refocus the mind, reevaluate an email or a tough phone call. You can then reply without "self" involved. When you practice stillness you can virtually remove thoughts that contribute to defensive behavior and think more clearly.

### 2. Build Deeper Connections

Over time it has been noted that meditation allows a person to feel more empathy and better connect with their employees.

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Start by hiring and focusing on those with a positive attitude and outlook. Attitude is difficult to change so get rid of people who aren't positive and contribute to a toxic environment.

## **Bored With Tasks**

Often times, the most talented workers are inspired and motivated by challenge. If your top talent is bored, give them some of the biggest challenges to solve and reward them with promotions and recognition. This will help keep top talent motivated, focused and invested.

*Top Reason Your Employees Quit*



## **Reached a Point of Burn Out**

Even the top talent, who is motivated by challenge, can get too burnt out. If you're noticing that your employees burn out quickly or are too stressed out, focus more on a positive work/life balance. This will not only decrease the number of burnouts but it can also increase productivity as your employees don't feel as though they're just going through the motions.

## **Not Paid Enough**

This is obviously one of the most common reasons why employees leave their current employer. Negotiating the lowest possible wage a candidate will accept is not a successful negotiation. Paying your employees what their worth will go a long way in building trust, instilling loyalty and building a positive working environment.

Focusing on your workplace culture is one of the best ways to make sure employees are happy with their place of work. Focus on hiring people who bring a positive attitude to work day-in-day-out.

Challenge your employees who need a challenge, praise your employees who deserve praise and promote a healthy work/life balance. Building a healthy work environment not only encourages those who work in it to stay but it also increases productivity. ♦

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People who practice meditation regularly learn to release fear and can then connect better and approach and confront employees they find "difficult". This approach is not only for the workplace but can be used in other forms of leadership.



Parenting is a great place to practice these techniques especially during the teen years or if you are a caregiver for someone with special needs or mental illness. Take some quiet time to breathe in and out, listening to the breaths, then reevaluate how to respond. Acting out of emotion instead of logic just because we could not take time to meditate can cause long-term relationship hardships.

## **3. Still Your Mind**

Our minds on average have 70,000 thoughts that run through our minds on any given day. The goal with meditation is to release those thoughts, release the ego, the pride, the thoughts that hold us back. Find a quiet place with a chair and set your timer for anywhere between five and twenty-five minutes.

Breathe in counting to four and breathe out counting to six, repeat 10 times. With every breath release the thoughts, let go of the anxiousness and notice how this helps during your decision-making throughout the day.

## **Practice Regularly and Extend Your Practice Over Time**

Start out with five minutes and slowly work your way up to ten or fifteen. If all you have is five minutes then just make sure to meditate for five minutes daily. Start with your consistency and then work on extending your meditation time.

We would love to hear your comments. Please contact us today! ♦

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*"Determine that the thing can and shall be done, and then we shall find the way."  
~ Abraham Lincoln*

## Less Talent Means Employers Are Casting A Wider Net

Rapid growth is causing problems for the tech industry. They are having a difficult time finding experienced and trained employees. There are an estimated 700,000 job openings unfilled in the tech industry. Last year job postings for AI job positions increased by a whopping 159%. This increase is causing employers to be more creative in their search for qualified workers.

### What Kind of Jobs Are They Trying to Fill?

Tech employers are looking for employees trained in data mining, analytics. They also need people skilled in robotics and automation engineering and AI. Very few people are trained and educated in the United States to fill these positions.

*Less Talent Means Employers  
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### Where Are Employees Trained to Fill These Roles?

India and Brazil are the largest two areas with highly trained people willing to go to another country for a job. About 2/3rds of these foreign job seekers are willing to move. The top 3 countries they want to go to are the United States, Canada, and Germany.

### Limitations to Finding Qualified People

Bringing employees into the United States is not an easy thing to do. Employers in the United States are looking to the H-1B visa program to find qualified people worldwide. The H-1B visa program limits H-1B visas to 85,000 annually. It is a cumbersome process requiring the submission of many forms by employers. The annual cap limitation forces smaller companies to compete for this labor pool. Smaller companies have to compete with companies like Apple and Microsoft. Also, the approval rate for the H-1B visas has dropped to 75%. This makes it more difficult to get approval for people interested in coming here. Currently half of the people with H-1B visas are from India.

### Efforts to Find Qualified People

Employers are trying to find people interested in coming to the United States. Many companies are looking into alternative training sources. Tech boot camps and certification programs are two of these possibilities. Offering relocation packages and supporting family members is another. Some employers are trying to help with the paperwork for people trying to move here.

To ease the employee shortage other American companies are moving tech teams to foreign countries. Distance and cultural issues are not always easy to overcome. Yet it's another alternative companies are considering to find educated and qualified employees.

Companies may need to consider investing and developing training programs to meet their future needs for these high tech employees. ♦

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## One Minute Ideas

### COVID 19 – How To Protect Yourself & Others



**Wash your hands** often with soap and water for at least 20 seconds especially after you have

been in a public place, or after blowing your nose, coughing, or sneezing.



**Avoid close contact** with people who are sick.

When possible, stay at least 6 feet (about 2 arms' length) from other people.



**Cover your mouth and nose** with a cloth face cover when around others. Continue to keep

about 6 feet between yourself and others. The cloth face cover is not a substitute for social distancing.



**Clean AND disinfect** frequently touched surfaces daily. This includes tables, desks,

doorknobs, light switches, handles, countertops, phones, keyboards, toilets, faucets, and sinks.



**Monitor Your Health Daily.** Be alert for

symptoms. Watch for fever, cough, shortness of breath, or other symptoms.

Follow [CDC guidance](#) if symptoms develop.

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## *Should Schools Reward Skills Or Talent?*

**T**alent is something you're born with. Skill is something you earn.

Skill comes from commitment and practice and self-discipline. The skill of earning skills is a lifelong advantage.

Without a doubt, encouraging kids to leverage their talents is a skill. And yet...

Who gets to be the center of the kids' volleyball team—the tall kid or the one who practices the most diligently and brings the most teamwork to the game?

Who gets an 'A' in math—the one who can breeze through the tests or the student who asks intelligent questions and challenges the assumptions?

Who gets into a fancy college...

You get the idea.

Leaders talk about developing real skills and encouraging people to develop into their full potential, but too often, we take the short-term path of betting on raw talent instead. And of course, what looks like raw talent might not be. It could simply be our confusion about first impressions compared to the power of commitment, enrollment and persistence. ♦

~ Reprinted from Seth Gordin's Blog - <https://www.sethgodin.com>

*Should schools reward skills or talent?*



*"If you want someone to do the job, you need their skill. If you want them to do it extremely well, they will need to be talented. But, if you want them to improve on it, be obsessed with it and continuously work on it, you need someone's who's passionate." ~ Unknown*

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