

## *The Great Resignation*

The Great Resignation, we've all heard of it, and you may be experiencing it. In the past, employees changed jobs to increase compensation and advance in their careers. Compensation and advancement are still essential but add on COVID-19 which caused employees to reevaluate their work/life balance, and more and more people are leaving their positions in pursuit of work/life balance. Many have found the grass is greener on the other side of the fence.

What can you do to retain and attract employees?

**1. Compensation will always matter to employees, and compensation is increasing.** If you cannot increase compensation, consider hiring a less experienced, motivated candidate. In the time it can take you to hire an experienced candidate at a lower wage, you may have been able to train a less experienced candidate.

There are other ways to keep and attract employees. Many workers equate personal time off with salary when considering compensation.

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What Are You Doing to Retain & Attract Employees?

## *Your Personality Matters In Leadership*

The type of people that we surround ourselves with is important. Some personality types can help you flourish, and some can bring you down. It is essential to know yourself and what, or who, you need in your inner circle to be the best that you can be.

### **Personal or Business Related**

The people that you choose to spend time with each day are critical in your development. Not only in your friendships or marriage, but in your work-life as well. The personality that someone exhibits can either benefit you or hurt you.

In your personal life, you want people who make you happy and people with who you can be yourself. The business world is a little different; while you still want to be happy with your surroundings, you also need people who will keep you motivated and progressing. The personality traits that you surround yourself with are important in many different aspects of your life.

### **Social Distancing Has Made This Difficult**

Covid-19 hit, and everyone was told to social distance and stay home. This made mingling with people and working side-by-side with someone a bit difficult. Everything went virtual and people were working from home. This can make it challenging to stay motivated and on top of things.

The personalities that are within your home life are what you have created and chosen to be around.

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Sometimes, this is hard for baby boomers to understand. COVID-19 has changed the baby boomer attitude along with that of younger generations. It has caused people to reevaluate work/life balance.

Another way to make up for compensation is training. We have candidates looking to change positions because their manager or company would not support them in gaining additional educations, be it classes to certifications. It is not necessarily younger employees. Older workers like to learn and keep their skills sharp.

Be a coach, not a manager. Give constructive feedback. Don't wait until an employee makes a grave mistake. Ask your employees if they have questions, suggestions. Be open to their ideas.

**2. Flexible hours and remote work are a big attraction to employees.** Younger employees with young families benefit from flexible hours. Their work hours are determined by the hours of the daycare facility or their children's school hours. If they can have flexibility in work start and end times, it makes life much easier.

Remote work has more of an attraction for workers who can work at home without distraction. The five-minute commute while working remotely is much easier than commuting to the office.

**3. Have fun!** Socializing outside of work can be fun. If that is not possible because of family commitments or commutes, have a walking meeting – outside if the weather and location permits. Be sure to announce it ahead of time so employees can have the appropriate footwear and attire. The benefits of a walking meeting are getting people out of their environments, and the walk helps stimulate the brain.

No one knows how long the Great Resignation will last. The suggestions above can be permanent changes to attract new employees and retain existing staff. Alternatives to dollar compensation, working in a fun environment, and job flexibility will always make your company a winner. ♦

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They fill the need for the personal relationships that you have. But, what about the business needs that you have? Your family will not be in tune with the personality traits that you are used to having at work.

*Your Personality Matters in Leadership*



## Different Personality Traits

Amongst all the people that you meet, everyone is their own unique personality. The different types of characteristics are endless. Although, you can categorize them into four different types overall. Such as:

- The **Cheerleader** – The person that will help you feel confident and will encourage you along the way.
- The **Collaborator** – This is someone who's going to help you expand your idea and improve your delivery.
- The **Cheddar** – The person that will deliberately challenge your ideas and ask tough questions.
- The **Coach** – A coach will help you understand if an idea is right for you.

All of these personality traits may exhibit themselves differently in everyone. But, they are all needed to make the business world, and home life, go round. When personalities match too closely to one another, it can make for some difficult situations.

## Virtual Meetings Can Help

In the times of distancing ourselves and not being in a physical work building, the need for video conferencing is intensely important. It is a way to stay connected with other people and their abilities to challenge you. That is highly needed in the workforce from time to time.

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## Why CEOs Need To Take Up A Hobby

When you have a hobby, it is more than something to take up time in your life. Typically, it is something that you enjoy and learn about. As a CEO, you lead a hectic life. That may have you believe that you don't have time to have a hobby.

### What Having A Hobby Can Do For A Person

Your mind needs a way to distract itself from the hustle, bustle, and stress of the day. Whether from home life, work-life, or something else, a hobby can help distract your mind and allow you to let loose now and then.

It has been proven that when a company CEO has a hobby that they participate in, they are overall happier. It doesn't have to be a major involvement or activity. It could be something as simple as a card game. Either way, it can help you to feel more fulfilled and experience less burnout.



### How Will A Hobby Help CEOs

If you are a CEO, you may be thinking that this is not something that will work for you. You never know the answer to that until you try. Here are some ways that hobbies have been found to lighten the load you are carrying.

#### Stress Relief

Stress, anxiety, and depression are all symptoms that people can feel in a high-level position at their job. It is important to find ways to release those emotions and feelings. Not everyone is comfortable talking things out, and in some instances, information is restricted from being shared.

That is where you need to invest yourself in a hobby, something to exert that energy. Something that distracts your mind and brings you peace and joy. Some things such as: a Dance Class, a Martial Arts Class, a Yoga Class

#### Gets Creative Juices Flowing

It is so easy to get stuck in a rut. Unable to think outside the box or come up with new ideas? If your job requires that, a hobby that expresses your inner personality and passions can help stir things up again. Such as: Playing an Instrument, Taking a Painting Class, Taking up Pottery, Photography

#### Improved Communications

Do you need better strategies to communicate with your staff? As a CEO, you are the leader of meetings and many conversations. If you are not comfortable with how they have been playing out, an improvement of communication skills may be needed.

One activity that can help improve your communication skills is through an improv class. Another is to use some profiles & assessments and utilize a professional coach. ♦

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## One Minute Ideas

### Top 10 Thanksgiving Traditions In The U.S.

It's the most wonderful time of the year in the US – a time for food, family, friends, and being thankful. Originating as a harvest festival, Thanksgiving is one of the biggest holidays in the US. From parades to shopping, running to volunteering – Thanksgiving is celebrated in a wide variety of ways. We've put together our bucket list for the ultimate US Thanksgiving celebration:

1. Watch the Macy's Thanksgiving Day Parade
2. Break the wishbone for good luck
3. Eat a traditional Thanksgiving meal
4. Take a nap
5. Share what you're most thankful for
6. Watch an American football game
7. Be grateful for Friendsgiving
8. Run a turkey trot
9. Shop 'til you drop on Black Friday
10. Giving back ♦

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## *No Negative You!*

When you think about it, it's obvious: negative is the opposite of positive, so in order to instill a positive mindset you need to get rid of negative thoughts. Sounds simple enough, right? The process is an easy one, but it takes practice to make it stick.

The first step in clearing negativity from your mind is to really pay attention to your thoughts. Whenever the words can't, shouldn't, wouldn't, won't, not, or never enter your mind, concentrate on what you're thinking and turn it around to eliminate the negative wording.

**For example:** Your spouse and children are gone for a few hours, and you have the place to yourself. You're indulging in one of your favorite activities. In the midst of your enjoyment, you start to feel guilty. You think: I really shouldn't be doing this. I could be getting started on the project I promised someone else I'd take care of. Your enjoyment starts to fade, and you stop what you're doing, resentful that you have to tackle this boring project when you have so little time to yourself...

Does this sound familiar? The moment you hear yourself think shouldn't, stop right there and change direction. In this scenario, you might instead think I really should be doing this. Taking time for me is important, and when I'm relaxed and satisfied I will be able to do a better job on that project I promised someone else. I'm so glad I got the opportunity to do something I enjoy.

Try to do this every time a negative thought creeps in. The more often you banish negative ideas from your mind, the easier positive thinking will become. You will be more relaxed and receptive to positive solutions. ♦

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*No Negative You*



*"Your problem isn't the problem. Your reaction is the problem." ~ Anonymous*

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